



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 633]

FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE WATCHMEN'S BOARD.

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

(b) Section 110 of the *Labour and Industry Act 1953*, provides that "every person employed as a watchman shall be granted one holiday in every week."

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed in lieu of the Night-watchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

1. That on the 14th June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Classes of Employees.	Wages per Week of 40 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination applies.
	Total.	
	<i>s. d.</i>	<i>s. d.</i>
Watchman (other than watchmen as defined in clause 3), who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	282 0	279 0
All others (other than watchmen as defined in clause 3)	264 0	261 0

WHARF WATCHMEN.

3. (a) Wharf Watchmen—i.e., persons employed as watchmen in connexion with overseas and/or interstate shipping shall be paid as follows:—

- (i) On wharfs and/or ships (excluding ships' holds) at the rate of 6s. 10/2d. per hour.
(ii) In ships' holds at the rate of 7s. 5¹/₂₀d. per hour.

(b) Hold Watchmen—When waterside workers engaged in handling cargo in a vessel's hold are paid an extra rate because of the obnoxiousness of such cargo, either by Board of Reference decision or by agreement, any hold watchman employed in such hold shall be paid an extra rate of 6d. per hour, or such lesser amount as may be paid to the waterside workers concerned.

(c) Wharf Watchmen—When a cargo watchman is engaged elsewhere than in the hold of a vessel, and is obliged to work in close proximity to cargo, which, because of its obnoxiousness, is the subject of an extra rate paid to the waterside workers handling such cargo, he shall be paid an extra rate of 3d. per hour for such period as he may be affected.

(d) Dangerous Cargo—When waterside workers are paid an extra rate for handling Ammonium Nitrate and Sodium Chlorate, such extra rate shall be paid to any hold watchman who may be employed in the hold where such cargo is being handled for such period as may be applicable.

(e) Hold and/or wharf watchmen commencing duty at 5 p.m. for the evening shift or at midnight for the midnight shift shall be paid 8 hours at the ordinary rate provided in each case the full shift is worked and provided further that he does not work a total of 8 hours by working on into the succeeding shift.

(f) Wharf watchmen shall be required to diligently attend to their duties as watchmen and immediately report to the Superintendent or foreman in charge of the hatch or the Ship's Officer on duty any cases of pillage or suspected or attempted pillage and damage, and if required, make notes and furnish reports regarding same. It is also required that smoking and committing a nuisance in the hold should be stopped and, if persisted in, reported in the manner directed above.

OVERTIME.

4. (a) All time worked by hold or wharf watchmen in excess of 8 hours from the commencement of any shift, Monday to Friday inclusive, shall be paid for at the rate of time and a half.

(b) Any time worked by watchmen other than hold or wharf watchmen in excess of 40 hours in any one week shall be paid for at the rate of time and a half.

(c) For the purpose of computing overtime, all time actually worked on Sundays shall be included, and all time worked on Saturdays or on holidays mentioned in clause 7 shall be excluded.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. Employees except wharf watchmen as defined in clause 3, who are employed during any week for less than the working week of 40 hours shall be paid for the first 20 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any person who is not engaged for a week but who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness, inability, or some other sufficient cause beyond his control.

SPECIAL RATES FOR SATURDAY AND SUNDAY.

6. (a) Hold or Wharf Watchmen—Time and a half shall be the special rate for all work done on Saturday or Sunday.

(b) Watchmen, other than Hold or Wharf Watchmen—Time and a quarter shall be the special rate for all work done on Saturday and time and a half on Sunday.

SPECIAL RATES FOR HOLIDAYS.

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

Provided that a person who is directed by his employer to absent himself from duty on any of the days above mentioned shall if he is unable to complete 40 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

TRAVELLING TIME AND FARES.

8. Any watchman employed on wharfs or ships at Newport, Williamstown or Yarraville shall be paid travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement to and from the place of employment.

Travelling time at the ordinary rate shall be paid to any watchman employed on wharfs and ships at 21 South Wharf and beyond on the south side of the river, and at 22 Victoria Dock and beyond.

The above provisions shall not apply in cases where the employer provides, or offers to provide, transport.

EMPLOYEE PROVIDING OWN BICYCLE.

9. Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

MINIMUM PAYMENT.

10. Any watchman called up for duty shall receive at least four hours' pay.

PAYMENT FOR MEAL TIMES.

11. No deduction shall be made in an employee's time for a meal period of 30 minutes unless he is permitted to leave his employer's premises for such meal. An employee shall not be required to punch clocks during the meal period of 30 minutes.

MEAL ALLOWANCE.

12. Where an employee is directed by the employer to work more than two hours into the next shift he shall be supplied by the employer with a meal or be paid a meal allowance of 3s., provided he was not specifically notified the previous day that he would be required to work.

ANNUAL HOLIDAY.

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

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave including non-working days. Provided always that this clause shall not apply to any employee whose normal working week is less than 35 hours.

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

(d) If in any twelve-monthly qualifying period a shift worker as prescribed in sub-clause (b) hereof lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a shift worker.

SICK LEAVE.

14. (a) An employee, except wharf watchmen as defined in clause 3, who has been in the service of an employer for not less than three months, shall be entitled to sick leave of absence for a maximum aggregate of 40 hours of working time with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay. For the purposes of this sub-clause service prior to 18th November, 1946, shall be disregarded.

UNIFORMS.

15. Any employee required to wear a uniform whilst on duty shall be provided with such uniform by the employer free of cost to the employee. The uniform so provided shall remain the property of the employer.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clauses 2 and 3 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 in clause 16, provided that for every increase or decrease of 1s. in the basic wage the rates in clause 3 shall be increased or decreased by $\frac{2}{100}$ d.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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 August, 1955, the amount of the basic wage shall be as prescribed in clause 16.

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

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

J. V. WILLOX, Secretary.

Melbourne, 30th May, 1955.





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No. 634]

FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE FLOCK BOARD.

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

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

(a) in the process, trade, or business of—

- (i) making flock, mungo, felt, or wadding;
- (ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

- (i) as a storeman, packer, or sorter;
- (ii) in assisting a storeman, packer, or sorter;
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 19th May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS.					OTHER EMPLOYEES.	
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.	
Age.	Males.		Females.		MALES.	s. d.
	Percentage of Basic Wage.		Percentage of Female Basic Wage.			
		s. d.		s. d.		
Under 16 years ..	30	71 0	35	62 0	Person employed in the cotton wool bleaching department	284 6
16 years ..	38	90 0	39	69 0	Woolen pickers	277 0
17 years ..	51	121 0	46	81 6	Feeders of—	
18 years ..	56	132 6	55	97 6	Rag machines	269 0
19 years ..	73	173 0	66	117 0	Other machines	269 0
20 years ..	83	196 6	75	133 0	Rippers	269 0
					Persons operating milling machine, hardening machine, tentering machine, or carding machine	272 0
					Persons operating other machines	269 0
					Assistant to persons operating milling machine, hardening machine, tentering machine, or carding machine	267 0
					Assistant to persons operating other machines	267 0
					Cotton pickers	264 6
					All others	262 6
					Leading hands, if in charge of four or more workers	5s. a week extra

IMPROVERS.	OTHER EMPLOYEES.	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.	
<p>PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every worker receiving not less than the minimum wage.</p> <p><i>Note.</i>—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment of 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.</p>	<p>FEMALES.</p>	<p><i>s. d.</i></p>
	<p>Feeders of rag machines</p> <p>Feeders of machines other than rag machines ..</p> <p>Rippers</p> <p>Woolen pickers</p> <p>Cotton pickers</p> <p>Weighers and wrappers of cotton wool ..</p> <p>All others</p> <p>Leading hands, if in charge of four or more workers</p>	<p>202 9</p> <p>186 9</p> <p>182 0</p> <p>193 0</p> <p>181 0</p> <p>181 0</p> <p>180 0</p> <p>5s. a week extra</p>

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

EXTRA RATES.

3. (a) Employees engaged in the hair felt section shall be paid a disability allowance of 4d. per hour or part thereof.
- (b) Employees required to work in wet or steamy conditions shall be paid an additional 1s. per day or part thereof with a maximum of 5s. per week.

SHIFT WORK.

4. (a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.
- (b) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional 7½ per cent. for an afternoon shift, or an additional 10 per cent. for a night shift: Provided that—
An employee who—
 - (i) during a period of engagement on shift works night shift only; or
 - (ii) remains on night shift for a longer period than four consecutive weeks; or
 - (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,
 shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.
- (c) Shift workers shall not be required to work in excess of 56 hours in any one week.

TIME OF BEGINNING AND ENDING WORK.

5. For workers other than shift workers:—
- | | | | | | | |
|----------------------------|---------|--------------------|-----------|---------|-----------------|-----------|
| Monday to Friday inclusive | | Time of Beginning. | 7.30 a.m. | | Time of Ending. | 5.30 p.m. |
|----------------------------|---------|--------------------|-----------|---------|-----------------|-----------|

ORDINARY HOURS FOR A WEEK'S WORK.

6. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur.
- (b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME.

7. The following rates shall be paid for all work done:—
- | | | |
|--|---|--|
| <p>(a) By Shift Workers—</p> <p>(i) In excess of 8 hours per shift during weeks in which five shifts are worked ..</p> <p>(ii) In excess of 8 hours 48 minutes per shift during weeks in which less than five shifts are worked</p> | } | <p>Time and a half for the first three hours and thereafter double time.</p> |
| <p>(b) By Other Workers—</p> <p>(i) On Saturday</p> <p>(ii) Outside the times of beginning and ending work prescribed on clause 5 herein in any day</p> <p>(iii) Within such times of beginning and ending work in excess of the hours prescribed as an ordinary week's work in clause 6</p> | } | <p>Time and a half for the first three hours and thereafter double time.</p> |

PROHIBITION OF EMPLOYMENT.

8. No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

REST PERIODS.

9. *Males.*—A rest period of ten minutes shall be allowed to male employees without any deduction from wages. Such rest period shall be given at a time arranged by the employer so as not to interfere with the continuity of work.
- Females.*—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL BREAK.

10. Where three shifts are worked an employee shall not be required to work more than four and a half hours without being permitted a break of twenty minutes which shall be regarded and paid for as time worked.

MEAL MONEY.

11. Any employee required to work overtime for a period in excess of one and a half hours after the usual finishing time shall be allowed 4s. meal money in addition to overtime rates as prescribed for in this Determination.

TERMS OF ENGAGEMENT.

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

(b) After one full week's work, such notice may be given to a weekly employee at any time but an employer may pay one week's wages in lieu of notice.

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

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

(e) Where an employer is not observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

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

CASUAL WORK.

13. Casual work, i.e., work for less than two weeks, shall be paid for at the rate of time and a quarter.

SICK PAY.

14. (a) Any employer 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 of forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st July, 1949, shall be disregarded. No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAY.

15. 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.

HOLIDAYS.

16. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Years' 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, this provision shall apply only to the day so substituted.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

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

SPECIAL RATES.

17. Double time shall be the special 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 abovenamed holidays, then the special rate shall be payable only for the day so substituted. Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

PAYMENT OF WAGES.

18. Wages shall be paid during working hours not later than Thursday in each week.

DINING ROOMS, LOCKERS, ETC.

19. The employer shall provide for the use of employees suitable dining rooms, lockers, change rooms, and hot and cold showers.

FEMALES NOT TO LIFT HEAVY WEIGHTS.

20. Females over the age of 18 years shall not be required to lift more than 35 lbs.

RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

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

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

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

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

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

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

(f) Each employer shall keep time and wages records showing the names of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to the said accredited representative during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

First Aid Outfit.

22. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit consisting of the following articles:—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription:—	
1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PIECEWORK.

23. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt. plus 10 per cent.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
	s. d.	s. d.	s. d.	s. d.
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6
Hosiery	23 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3	16 6	4 9	9 6
Bespoke tailors and dressmakers' clips	12 6	10	7 3	14 6
Shirt factory cottons	1 9	3 6	1 0	2 0
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
Ripping.				
Males.		Females.		
Ripping woollens—				
By machine	3 3 plus 10	2 0 plus 10	6 3 plus 10	4 0 plus 10
By hand	9 6 per cent.	5 9 per cent.	19 0 per cent.	11 6 per cent.

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 25.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor $\cdot 103$ 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 $\cdot 5$ or more the basic wage shall be taken to the next higher shilling.

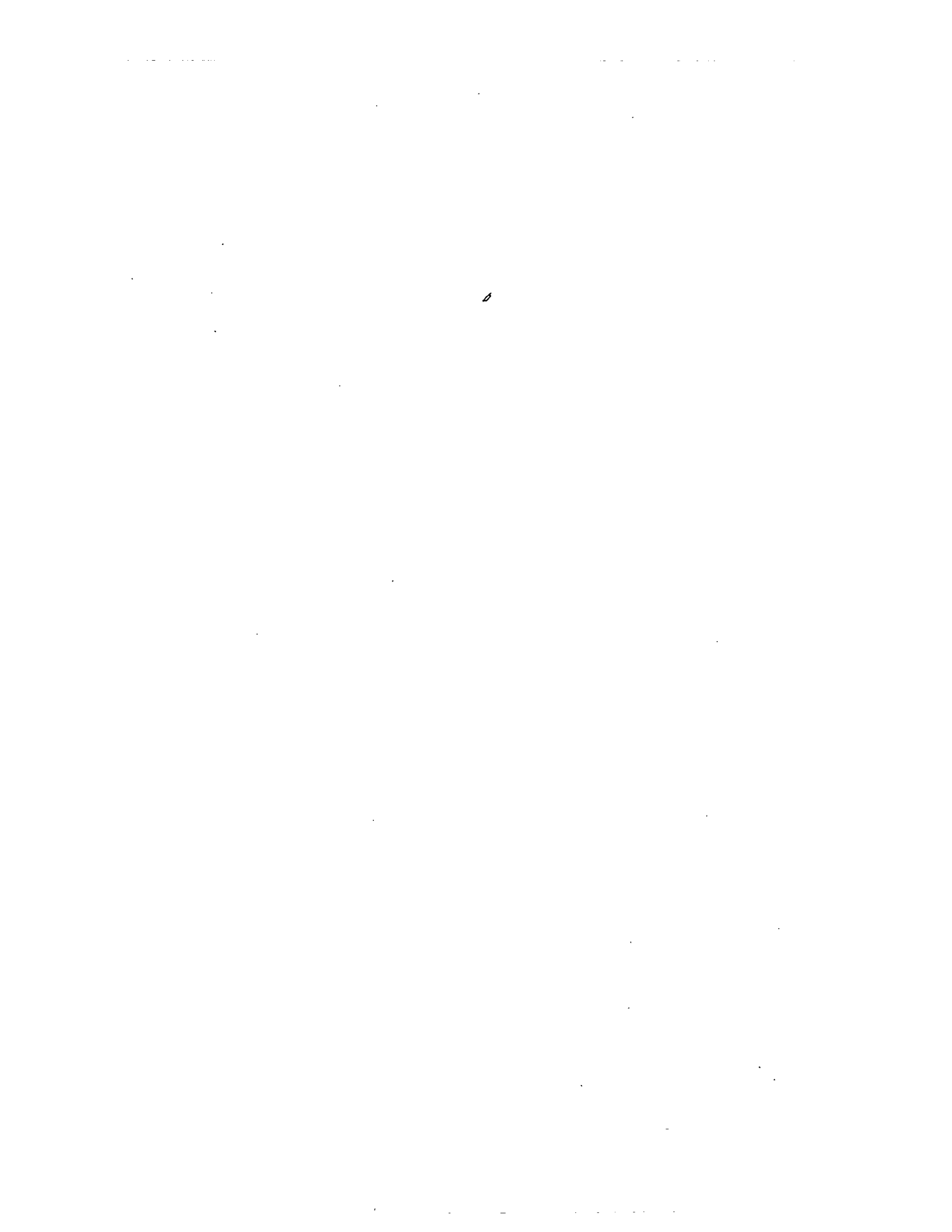
(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount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

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

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

J. V. WILLOX, Secretary.

Melbourne, 16th May, 1955.





VICTORIA GOVERNMENT GAZETTE.

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No. 635]

FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE CARETAKERS 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 now has had the power to "determine the lowest prices or rates which may be paid to persons employed as caretakers of buildings—

- (a) in which any process, trade, business, or occupation is carried on for profit;
- (b) which are temporarily untenanted but in which, ordinarily, any process, trade, business, or occupation is carried on for profit;
- (c) which contain flats;
- (d) which contain halls let for public entertainment or for other purposes"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 13th June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS.

Wages per week of 40 Hours.			PROPORTION (in any place).	
	Percentage of Basic Wage.	s. d.	One improver to every worker receiving not less than 269s. per week of 40 hours.	
Under 18 years of age	52	123 0	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
18 to 19 years of age	65	154 0		
19 to 20 years of age	81	192 0		
20 to 21 years of age	96	227 6		

OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.		
	Within the Metropolitan and Geelong Districts as defined in the Labour and Industry Act and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
Persons engaged weekly to take care of buildings which contain—		
41 or more flats	257 6	254 6
21 to 40 flats	252 6	249 6
20 or less flats	250 0	247 0
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	246 0	243 0
Other caretakers of buildings in charge of—		
11 or more cleaners	297 6	294 6
4 to 10 cleaners	284 6	281 6
1 to 3 cleaners	269 0	266 0
All others	259 0	256 0

ACCOMMODATION, FUEL AND LIGHT.

3. An employee required to reside on the premises where he is employed shall be provided with accommodation fuel and light free of cost by his employer.

TIMES OF BEGINNING AND ENDING WORK.

4. For all persons other than those employed in connexion with flats or halls :—

	Time of Beginning.	Time of Ending.
On the usual half-holiday	6 a.m.	1.20 p.m.
On the usual late trading night, or the night previous to a Public Holiday	6 a.m.	9.20 p.m.
On all other working days of the week	6 a.m.	9 p.m.

NOTICE OF HOURS.

5. Every employer shall notify the hours at which he requires his employee to commence and cease work. Work done outside the hours notified shall be paid for at overtime rates. Such hours when notified shall not be changed except by a week's notice.

OVERTIME.

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

(a) by persons employed in connexion with Flats or Halls—

Outside the hours of commencing and ceasing work notified by the employer in accordance with clause 5. Time and a half.

In excess of 40 hours in any week. Time and a half.

(b) by all other persons—

Outside the times of beginning and ending work as fixed in clause 4—

(i) Between midnight and 6 a.m. Double time.

(ii) At any other time Time and a half.

Outside the hours of commencing and ceasing work notified by the employer in accordance with clause 5—

(i) Between midnight and 6 a.m. Double time.

(ii) At any other time Time and a half.

Within such prescribed times, but in excess of 40 hours in any one week. Time and a half.

Provided that overtime shall not be paid more than once in respect of the same period of work.

TERMS OF EMPLOYMENT.

7. (a) All employees other than casual employees shall be engaged by the week and shall be paid weekly. Employees to become entitled to payment on a weekly basis must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked. Notice equivalent to 40 working hours shall be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa; the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

CASUAL EMPLOYEES.

8. Persons engaged for less than the working week of 40 hours shall be paid for the first 21 hours at the rate of time and a quarter and for every hour thereafter ordinary time. Such payment shall be in addition to any overtime to which they may be entitled under clause 6.

Notwithstanding anything in this determination, a casual caretaker shall receive not less than one hour's work, or one hour's pay for each time he is called up for duty in respect of any flat or block of flats.

ANNUAL HOLIDAY.

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

SPECIAL RATES.

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

Any employee other than one employed in connexion with halls who is required to work on any such days after 8 a.m. shall be paid for at least 4 hours' work.

SICK LEAVE.

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

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

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 22nd March, 1949 shall be disregarded, provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of any employee on the 22nd March, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

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

CLEANING MATERIALS.

12. All materials and implements for cleaning purposes shall be provided and maintained by the employer.

MEAL ALLOWANCE

13. A non resident caretaker who is required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 3/6.

CONTROL AND DIRECTION OF WORK OF CARETAKER.

14. The employer shall nominate himself or some other person as being the person who shall have the ultimate control and direction of the work of the caretaker.

TIME BOOK.

15. Every employee shall indelibly record and initial daily his correct times of beginning and ending work in a book which shall be furnished by the employer. Such book shall be open for inspection by the Secretary or Assistant Secretary of the Victorian Branch of the Federated Miscellaneous Workers' Union between the hours of 9 a.m. and 5 p.m. of any working day except Saturday at the employer's office or other convenient place provided that only one demand for each inspection shall be made at the same establishment in any calendar month. Such demand shall not be made unless the Secretary or Assistant Secretary of the Union suspects that a breach of this Determination has been committed.

PERIODICAL ADJUSTMENT OF WAGES.

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

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	<i>£ s. d.</i>	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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 August, 1955, the amount of the basic wage shall be as prescribed in clause 16.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 31st May, 1955.



VICTORIA
GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 7

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE COAL AND COKE BOARD.

NOTE.—This Determination applies to the Metropolitan district as defined in the *Labour and Industry Act 1953* and the Orders in Council thereunder, the Cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.

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

- (a) in any business or occupation connected with the sale or distribution of coal or coke by any—
- (i) coal importer;
 - (ii) coal mine owner;
 - (iii) gas company;
 - (iv) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company;

- (b) in loading, unloading, trimming, or otherwise handling coal or coke for the purpose of its conveyance to a purchaser who uses such coal or coke in his trade, or of any subsequent removal thereof—

- (i) by any such purchaser,
- (ii) by any agent or contractor with such purchaser who conveys or removes such coal or coke for such purchaser,

but not including persons employed in any of the trades to which the Determinations of the under-mentioned Boards apply:—

Carters and Drivers Board,
Factory Engine Drivers Board,
Gas Works Board,
Mining Engine Drivers Board,
Shops Board No. 12 (Fuel and Fodder),
Shops Board No. 13 (Fuel and Fodder—Country);

- (c) in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use—

- (i) in power-producing or heat-producing units;
- (ii) in the manufacture of explosives;
- (iii) in the manufacture, repair, or maintenance of gas masks or respirators "

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 12th May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART 1.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (a) WAGES PER WEEK.		
Improvers.		Other Employees.
	Percentage of Basic Wage.	s. d.
Under 17 years of age	67	159 0
17 years of age	70	187 0
18 years of age	91	215 6
19 years of age or over—the appropriate rate prescribed under the heading "other employees".		

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 260s. 8d. per week.

Persons trimming or spreading coal that is heated or on fire	366 0
Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines	300 0
Persons employed trimming coal and/or feeding coal to and from coal loaders	290 0
Persons trimming coal from the "Grab"	297 4
Other coal trimmers	290 0
Coal baggers or loaders	290 0
Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles	290 0
Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks	312 0
Persons loading by shovel or fork loose coal from the ground into railway trucks	323 0
Coke stackers at wharf coal yards	299 2
Coke yard employees	260 8
Carters driving one horse	260 6
Carters driving two horses	273 0
Carters driving three horses	280 0
Carters driving four horses	285 0
Carters driving five horses	288 0
And 2s. extra per day for every additional horse.	
Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
(a) 25 cwt. or less	273 0
(b) Over 25 cwt., but not over 3 tons	282 6
(c) Over 3 tons, but under 6 tons	292 0
Further tonnage—for each complete ton over 5 an extra 2s. 6d. per week.	
All other coal yard employees	283 0

NOTE.—The Board has determined that no apprentices shall be taken in the trade.

- (b) **Gas Producer Units.**—The following provisions shall apply to drivers of gas producer units :—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
 - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
 - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

HOURS.

3. All persons other than carters and drivers 40 hours per week.
 Carters and drivers 80 hours per fortnight provided that not more than 44 hours per week shall be worked without payment of overtime.

4. **TIME OF BEGINNING AND ENDING WORK.**

	Time of Beginning.	Time of Ending—	
		Five Days in the Week.	The day the half-holiday is usually observed.
Carters	7 a.m.	5 p.m.	12 noon
All others	8 a.m.	5 p.m.	12 noon

OVERTIME.

5. (a) The following rates shall be paid for all overtime worked :—
- (i) Outside the time of beginning and ending work as herein fixed—
 - Between 12 noon and midnight on the day on which the half-holiday is usually observed Double time.
 - Between 5 p.m. and midnight on the other working days Time and a half.
 - Between midnight and the time of beginning work Double time.
 - (ii) Within the times of beginning and ending work in excess of the hours fixed in Clause 3 as a week's work—
 - First two hours Time and a half.
 - Thereafter Double time.
- (b) **Special provisions relating to overtime :—**
 When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause 14 and shall inform casual employees so engaged of the actual time they are expected to commence work.

- Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available.
- Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m., he shall not be required to continue after 7 a.m. if other labour is available.
- Should a casual employee's first start be midnight or later he shall if required, continue working throughout that day until 5 p.m.
- If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m., he shall not be required to resume work next morning if other labour is available.

TERMS OF ENGAGEMENT.

6. (a) An employer shall have the option of engaging any employee either by the week or casually.
- (b) (i) If the engagement is by the week, termination of employment shall be subject to a week's notice on either side. Provided that this clause shall not affect the employer's right to dismiss without notice at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowed.
- (ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- (c) The employer shall have the right to deduct payment for any day on which the employee cannot be employed usefully because of any strike or through any breakdown of machinery or any stoppage of work or any cause for which the employer cannot reasonably be held responsible.

MINIMUM OF WORK.

7. Casual employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours pay at ordinary rates.

BROKEN WORKING HOURS.

8. Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

TRANSPORT.

9. When work finishes between midnight and 6 a.m., transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street, in the City. This clause shall only apply to the Metropolitan District.

PAY DAY.

10. (a) All wages due to 5 p.m. on Thursday in each week shall be paid on that day.
- (b) Each employee shall be furnished with particulars each pay day of time worked and rates of payment.

SMOKE-OH.

11. (a) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh without loss of pay:—

Day—

- 10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.
3 p.m. to 3.30 p.m., unless work ends at or before 3 p.m.

Night—

- 9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.
3 a.m. to 3.30 a.m. unless work ends at or before 3 a.m.

- (b) Persons employed continuously feeding coal into and/or driving or in charge of any mechanical appliance or elevator, shall be allowed 30 minutes' smoke-oh during each morning and each afternoon or alternatively shall be paid for such time.

- (c) All other employees shall receive a smoke-oh of 10 minutes during each morning and each afternoon at a time mutually agreed upon or alternatively shall be paid for such time.

WET WEATHER PROVISIONS.

12. (a) A committee consisting of a representative of employers and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union, shall by agreement determine whether work at the South Wharf Coal Yards or any other place within the Metropolitan District as defined in the *Labour and Industry Act 1953* and the Orders in Council thereunder shall proceed or cease in the event of wet weather.

- (b) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

- (c) In the event of employees working under cover and protected from rain the foregoing sub-clauses of this clause shall not apply and such employees shall continue working during any period of wet weather.

- (d) During the temporary cession of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows:—

- For the first two hours—ordinary rates.
Thereafter at one-half ordinary rates.

- (e) When the Committee determines that the weather conditions are suitable, employees affected shall immediately resume work.

- (f) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

- (g) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (d) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

- (h) It shall be the function of the Wet Weather Committee as constituted under clause 12 (a) herein to determine if coal is too dusty to work, and if it so determines such coal ex-ship shall be sprinkled with water prior to the coal being handled by employees.

MEAL MONEY.

13. Any person required to continue work until 5.30 p.m. or later shall be paid 5s. meal money.

PICKING-UP TIME.

14. The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

PLACE FOR ENGAGEMENT OF LABOUR.

15. The place for engagement of labour at the South Wharf coal yards, shall be at the Harbor Trust shelter shed.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed, for the purpose of interviewing employees on legitimate union business.

HOT AND COLD SHOWERS.

17. Employers shall provide hot and cold showers for the use of employees.

DINING AND SANITARY ACCOMMODATION.

18. Proper dining and sanitary accommodation shall be provided by the employer for the use of employees and shall be cleaned every day except Sundays and holidays, but in no case to be left uncleaned for more than one day

HOLIDAYS.

19. (a) Weekly employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, Boxing Day, Queen's Birthday, or any other day substituted by Act of Parliament or Proclamation of any of the above-mentioned holidays.

(b) For all work done on the above-mentioned holidays the rates prescribed in clause 20 shall apply and for the purpose of this sub-clause, "double time" and "time and a half" shall mean an extra day's pay or an extra half day's pay as the case may be, in addition to the day's pay included in the weekly wage.

SPECIAL RATES.

20. For all work done on Sundays and the undermentioned holidays, the rates shall be—

	<i>Coal Trade.</i>	<i>Coke Trade.</i>
Sundays	Double time	Time and a half
Australia Day	Time and a half	"
New Year's Day	"	"
Labour Day	Double time	"
Good Friday	"	Double time
Easter Saturday	Time and a half	Time and a half
Easter Monday	"	"
Christmas Day	Double time	Double time
Boxing Day	Time and a half	Time and a half
Queen's Birthday	"	"
Melbourne Cup Day	"	"

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

Provided that any employee required to work on a holiday shall receive a minimum of 4 hours work or pay at the appropriate rate.

ANNUAL HOLIDAYS.

21. 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.

22. (a) No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 40 working hours in any year, i.e., one day for each two months' service, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that such illness was not the result of his own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 200 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purpose of this clause, service prior to the 1st December, 1950, shall be disregarded.

CLOTHING ALLOWANCE.

23. Each employee shall be paid a clothing allowance at the rate of 2s. per week of 40 hours.

EMPLOYEES ON LOAN.

24. Notwithstanding anything elsewhere contained in this Determination, an employee shall be deemed to be in the employ of his employer even though such employee shall or may be loaned temporarily or transferred to another employer who is subject to the provisions of this Determination.

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (a) WAGES PER WEEK OF 40 HOURS.

Improvers.			Other Employees.	
	Percentage of Basic Wage.			s. d.
				s. d.
Under 17 years of age ..	65	154 0	Wood cutters, using axe, power crosscut circular saw, or other method ..	270 8
17 years of age ..	77	182 6	Carters driving one horse	260 6
18 years of age ..	87	206 0	Carters driving two horses	273 0
19 years of age or over—the appropriate rate prescribed under the heading "other employees".			Carters driving three horses	280 0
			Carters driving four horses	285 0
			Carters driving five horses	288 0
			And 2s. extra per day for every additional horse.	
			Drivers of vehicle (including girlinger) having maker's capacity of—	
			(a) 25 cwt. or less	273 0
			(b) Over 25 cwt., but not over 3 tons	282 6
			(c) Over 3 tons, but under 6 tons	292 0
			Further tonnage—for each complete ton over 5 an extra per 2s. 6d. week.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant	285 8
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	275 8
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision	295 8
			(ii) With three or fewer persons under his supervision	291 8
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	285 8

PROPORTION (BY ANY EMPLOYER).

One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 265s. 6d. per week.

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

(b) Gas Producer Units.—The following provisions shall apply to drivers of gas producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

CONDITIONS OF EMPLOYMENT (OTHER THAN FOR SHIFT WORK).

- 2. (i) The ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.
- (ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days, and except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.
- (b) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.
- (iii) Smoke-ohs shall be counted as part of time worked.

SHIFT WORK.

- 3. (i) For the purposes of this Determination afternoon and night shifts shall be defined as follows:—
 - (a) Afternoon shift shall mean any shift finishing after 6 p.m. and at or before midnight.
 - (b) Night shift shall mean any shift finishing after midnight and at or before 8 a.m.
- (ii) The ordinary hours of shift workers shall not exceed—
 - (a) 8 hours in any one day; or
 - (b) 40 hours in any one week; or
 - (c) 88 hours in any 14 consecutive days; or
 - (d) 160 hours in any 28 consecutive days.
- (iii) Subject to the following conditions shift-workers shall work at such times as the employer may require.
 - (a) A shift shall consist of eight hours inclusive of crib-time and smoke-oh.
 - (b) Except at regular change over of shifts, or except in the event of relief not arriving or except in some special circumstances an employee shall not be required to work more than one shift in any one period of 24 hours.
 - (c) Any employee who is required to continue working on account of one of the special conditions mentioned in sub-clause (b) hereof shall not work more than two consecutive shifts in any one period of 24 hours.
 - (iv) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day-workers receive under this Determination, he shall be paid at ordinary rates for twenty minutes' crib-time and two smoke-ohs of ten minutes each.
 - (v) Shiftworkers whilst engaged on afternoon or night shifts shall receive the ordinary rates of payment provided in clause 2 with the addition of 7½ per cent. Provided that for work done on any shift the major portion of which is worked on a Sunday or a holiday mentioned in clause 8, an additional 50 per cent. shall be paid.

OVERTIME.

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

TERMS OF ENGAGEMENT.

- 5. (i) An employer shall have the option of engaging any employee either by the week or casually.
- (ii) (a) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.
- (b) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- (c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs.
- (d) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

ANNUAL HOLIDAYS.

- 6. 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.

- 7. (a) No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 40 working hours in any year, i.e., one day for each two months' service, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that such illness was not the result of his own misconduct.
- (b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 200 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this clause, service prior to the 1st December, 1950, shall be disregarded.

SUNDAYS AND HOLIDAYS.

8. (i) Weekly employees shall be entitled to the following holidays without deduction of pay. The days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

(ii) Any weekly employee required to work on a Sunday or any holiday mentioned in sub-clause (i) hereof, shall be paid for such work at double the ordinary rate.

MEAL MONEY.

9. Any person required to continue work until 5.30 p.m. or later shall be paid 5s. meal money.

WASHING FACILITIES.

10. Each employer shall provide for all the employees hot and cold showers or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

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

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day after which two days' notice has been given to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination is done, for the purpose of interviewing employees on legitimate Union business.

NOTICE BOARD.

13. The Federated Fodder and Fuel Trades Industrial Union shall be permitted to post on a board notices appertaining to Union business generally.

FIRST-AID CHEST.

14. Every employer shall provide a fully-equipped first-aid outfit for use of any employee injured in the course of his employment.

GOGGLES AND RESPIRATORS.

15. Every employer shall provide suitable goggles and respirators for use of employees whilst employed by him.

PART 3.—Periodical Adjustment of Wages.

(NOTE.—The provisions of this Part operate in the cases of employees covered by Part 1 and Part 2.)

1. The wages rates set out in Part 1 and Part 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 2.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 1.

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

(d) The wages of improvers shall be the appropriate percentages as set out in clause 2 of Part 1 and clause 1 of Part 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, 14th June, 1955.



VICTORIA
GOVERNMENT GAZETTE.

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No. 637]

FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE LIFT 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a lift attendant" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 27th June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

EMPLOYEES.

	Weekly Wage. s. d.	Note.
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts	289 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female)	277 0	

TERMS OF EMPLOYMENT.

3. Employees (other than casuals) ready, willing and available for work, shall be paid the weekly wage fixed irrespective of the number of hours worked not exceeding 40 hours per week.

WAGES TO BE PAID IN FULL.

4. An employer shall not make any deduction from wages for meals supplied to lift attendants in hotels, coffee palaces, clubs, restaurants, or hospitals.

TIMES OF BEGINNING AND ENDING WORK.

5. Time of beginning and ending work for lift attendants, other than those who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

	Time of Beginning.	Time of Ending.
(i) On the day on which the half holiday is observed locally	8.15 a.m.	12.45 p.m.
(ii) on the other working days of the week	8.15 a.m.	6 p.m.

OVERTIME.

6. The following rates shall be paid:—

- (1) Lift attendants who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—
- (a) For all work done in excess of nine hours on any one day
- (b) For all work done in excess of 40 hours in any week } Time and a half.

Provided that all time worked after 12.45 p.m. on Saturday shall be paid for at the minimum rate of time and a half.

(2) All other lift attendants—

- (a) Outside the hours fixed as the times of beginning and ending work
- (b) Within the hours fixed as the times of beginning and ending work in excess of 40 hours in any week } Time and a half.

CASUAL ATTENDANTS.

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

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. Lift attendants (including casuals) employed in hotels, clubs, coffee palaces, restaurants, or hospitals shall be paid at the rate of double time for work done Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the *Labour and Industry Act 1953*, and the Orders in Council thereunder), Christmas Day, and Boxing Day; and all other lift attendants (including casuals) shall be paid double time for work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the *Labour and Industry Act 1953*, and the Orders in Council thereunder), 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 be payable only for the day so substituted.

TERMINATION OF EMPLOYMENT.

9. One week's notice of termination of employment shall be given by either employer or employee, or one week's pay shall be paid or forfeited, as the case may be, in lieu thereof.
Provided that an employer may dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct and in such cases wages will be paid up to the time of dismissal only.

RATIONING OF EMPLOYEES.

10. Where an employer desires to ration his employees he shall give at least three days' notice to each employee of his intention to ration such employee.

SICK LEAVE.

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

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

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st July, 1949, shall be disregarded, providing that any accumulated sick leave (not exceeding 120 hours of working time) standing to the credit of the employee on the 1st July, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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

ANNUAL HOLIDAY.

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

UNIFORMS AND OVERALLS.

13. (a) Where an employee is required by the employer to wear a uniform, such uniform shall be supplied by the employer and maintained in a clean condition without expense to the employee.

(b) Male operators of goods lifts with not less than two months' service with the same employer shall be supplied with overalls free of cost to the employee.

MEAL HOUR.

14. (a) Employees in hotels, clubs, coffee palaces, restaurants, or hospitals shall be allowed meal intervals as follows:—

- | | | |
|---|---------|--|
| (i) Day shift employees (i.e. persons employed up to 3 p.m.) | .. .. . | Not more nor less than one hour between 11 a.m. and 3 p.m. |
| (ii) Afternoon shift employees (i.e. persons employed after 3 p.m.) | .. .. . | Not more nor less than one hour between 5 p.m. and 9 p.m. |
| (b) Other employees | .. .. . | Not more nor less than one hour between 11.45 a.m. and 2.15 p.m. and not more nor less than three-quarters of an hour between 5 p.m. and 7.15 p.m. |

MEAL MONEY.

15. Any employee (other than one employed in a hotel, club, coffee palace, restaurant, or hospital) required to work beyond one hour after the usual finishing hour of work as prescribed in clause 5 (i) or before the usual commencing hour of work as prescribed in clause 5 (ii) shall be paid not less than five shillings meal money in addition to the overtime rates as prescribed for in this Determination.

REST PERIOD.

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

CONTINUITY OF WORK.

17. The work of each day shall be continuous with the customary breaks for meals and rest periods as prescribed in clauses 14 and 16.

PAYMENT FOR HOLIDAYS.

18. All employees not being paid casual rates shall be entitled to the holidays prescribed in clause 8, without deduction of pay.

ROSTERED DAY OFF.

19. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.
(b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 8.

PAYMENT OF WAGES.

20. All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

SEATING FOR ATTENDANT.

21. A suitable seat shall be provided in each passenger lift for the use of the attendant.

RADIATORS.

22. Radiators shall be installed in all passenger lifts.

ELECTRIC FANS.

23. Electric fans shall be installed in all passenger lifts where possible.

ACCOMMODATION AND CHANGE ROOMS.

- 24. (a) Change rooms and lockers shall be provided for the use of employees.
- (b) Means for obtaining hot water and other suitable facilities shall be provided for employees to have meals.

RIGHT OF ENTRY OF UNION OFFICIAL.

25. A duly accredited representative of the Federated Lift Attendants' Union shall have the right to enter the establishment of any employer to which this Determination applies on one day per calendar month for a time not exceeding ten minutes, providing that such official is not interfering with the employee's work or offensive in his methods.

TIME AND WAGES BOOK.

26. An employer shall keep time and wages records showing the name of each employee, the hours worked each week and the wages and overtime paid to each employee. Such records shall be open for inspection by the Secretary of the Federated Lift Attendants' Union: Provided that an inspection shall not be demanded unless the Secretary of the Union suspects that a breach of the Determination has been committed.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates 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 28.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

28. (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 August, 1955, the amount of the basic wage shall be as prescribed in clause 27.

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

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 14th June, 1955.





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[1955

Labour and Industry Act 1953.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

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

(b) On the 27th November, 1934, the Cement Articles Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which since 24th April, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons :—

employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material; has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 25th June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) WAGES.

Apprentices or Improvers.			Other Employees.	
	Per Week of 40 Hours.			Wages.
	Percentage of Basic Wage.	Wages.		Per Week of 40 Hours.
		s. d.		s. d.
16 and under 17 years of age	50	118 6	Wet sheet machine leading hand ..	270 0
17 and under 18 years of age	58	137 6	Wet sheet machine operator ..	266 0
18 and under 19 years of age	70	166 0	Mixer operator—in sole charge of Tide mill	266 0
19 and under 20 years of age	86	204 0	Mixer operator—other	263 0
20 and under 21 years of age	100+2s.	239 0	Asbestos treatment operator ..	265 0
			Cutter-off in charge	270 0
			Cutter-off	262 6
			Plateman or stacker	263 0
			Corrugating machine operator ..	263 0
			Hand corrugator	261 6
			Wet trimmer (Power guillotine only)	263 0
			Leading hand in charge of dry trimming	270 0
			Dry trimmer—operating power cutting machine	263 0
			Accessories hand moulder—welded or grafted mouldings	265 0
			Accessories hand moulder—plain mouldings	263 0

No apprentices or improvers under the age of sixteen years to be engaged.

WAGES—continued.

Apprentices or Improvers.	Other Employees.	Wages.	
		Per Week of 40 Hours.	
		s.	d.
PROPORTION (IN ANY PLACE).	Operator cement bulk handling	265	0
	Pipe machine leading hand	274	0
	Mazza machine control operator	265	0
	Pressure pipe curing tank hand	262	6
	Operator pressure pipe turning and socket boring machine	262	6
	Operator pressure pipe turning and socket boring machine (who sets up machine) ..	267	6
	Pressure pipe socket fitter	262	6
	All others	260	0

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

HOURS OF EMPLOYMENT.

Day Workers.

3. The hours of employment shall be 40 per week to be worked in five days. The commencing and finishing times once having been determined shall be alterable only by agreement, or by the employer giving the employees at least seven days' notice of the alteration.

Shift Workers.

- (i) The ordinary hours of a shift shall be eight, inclusive of 20 minutes for a meal break.
- (ii) Shift workers whilst on afternoon or night shift shall be paid ten per cent more than ordinary rates for such shifts. Provided that an employee who is specifically required by his employer to work on a night shift which does not rotate with some other shift or with day work so as to give him at least one quarter of his working time off night shift, shall be paid at the rate of time and a quarter for the ordinary working hours on such night shifts. Where it is mutually agreed between employer and employees to commence work earlier than midnight, as starting time for the night shift, work done between such commencing time and midnight shall be regarded as work done on the following day, and shall be paid for at the rate applying to that day's work.
- (iii) Shift rosters shall specify the commencing and finishing times of the ordinary working hours of the respective shifts. These times once having been determined may be varied by agreement between the employer and the majority of the men concerned or failing agreement, by seven days' notice given by the employer to the men concerned.
- (iv) "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Night shift" means any shift finishing after midnight and at or before 9 a.m.

OVERTIME.

4. Time and a half for the first four hours and double time thereafter shall be paid for all work done:—

- (a) outside the usual starting and finishing times;
- (b) within the usual starting and finishing times and in excess of 8 hours per day. Provided that where an employee is late for work he shall not be entitled to be paid at overtime rates until he has worked 8 hours for that day.

WEEKLY EMPLOYMENT.

5. (a) 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 the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

EMPLOYMENT FOR LESS THAN A FULL WEEK.

6. Employees who work during any week for less than 40 hours shall be paid for the first 20 hours at the rate of time and a quarter and for all time thereafter ordinary time up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that an employee shall be paid only for the time actually worked in any week the ordinary rate of wages where—

- (a) he voluntarily terminates his employment,
- (b) he is dismissed for misconduct or neglect of duty,
- (c) he voluntarily absents himself for any part of such week,
- (d) he attends but is not capable of satisfactorily carrying out his duties,
- (e) he commences, what is intended to be continuous employment, after the beginning of the normal working week.

This clause shall not apply in the case of a shiftworker who, subject to clause 4, is paid three weeks' wages in respect of three consecutive weeks' work; nor in the event of any breakdown of machinery or plant which prevents the continuation of production.

HOLIDAYS.

7. All employees shall be entitled to the holidays hereinafter mentioned without any deduction from the weekly rate of pay viz. :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays then this condition shall apply only for the day so substituted.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in clause 8; an employee who, without permission from the employer, is absent on the working day immediately preceding such holiday or who likewise fails to resume work on the working day immediately following such holiday shall not be entitled to such payment.

SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.

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

ANNUAL HOLIDAY.

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

MEAL ALLOWANCE.

10. A meal allowance of 3s. 6d. shall be paid to an employee in respect of any day on which he is required to work for a period of not less than two hours after the usual finishing time, unless he is notified by the employer on the previous day that he will be required to work such extra time.

SICK LEAVE.

11. (a) Where an employee has been in the service of an employer for a period of not less than three months, and is disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay at ordinary rates to absent himself from work for a period not exceeding in the aggregate 40 hours of working time in any year of employment in the industry.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed herein 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.

(c) For the purpose of this clause the year shall be deemed to commence on July 1st, (beginning on July 1st, 1946) and to end on the next following June 30th, and for the purpose of sub-clause (b) hereof service prior to 1st July, 1946, shall be disregarded.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 13.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 12.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price 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 adjustable weekly rates of apprentices and improvers shall be the appropriate percentages as set out in clause 2, such rates shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

A. V. BARNE, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 10th June, 1955.



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE PHOTOGRAPHIC GOODS 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—

1. That as from the beginning of the 1st June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.	
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		
		<i>s. d.</i>		<i>s. d.</i>		
16 years of age and under	45	106 6	60	106 6	Adult Males— <i>s. d.</i> Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room 269 6 All others 256 6	
17 years of age	54	128 0	68	117 0	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay. Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
18 years of age	67	159 0	72	128 0	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
19 years of age	81	192 0	78	138 6		
20 years of age	96	227 6	90	159 6	Adult females <i>s. d.</i> 184 0	
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above. Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.						
PROPORTION (in any place). Apprentices or Improvers.						
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.						
An indenture of apprenticeship has been prescribed by the Board.					Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females". Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females". Females employed in any other dark rooms shall be paid 2s. 6d per week in addition to the rate fixed for "adult females".	

TIME OF BEGINNING AND ENDING WORK.

- | | Time of
beginning— | Time of
ending— |
|--|-----------------------|--------------------|
| 3. (a) Employees whose work is not essential to work in the coating room or emulsion room .. | 8 a.m. | 5.30 p.m. |
| Female employees whose work is essential to work in the coating room .. | 7.45 a.m. | 6.45 p.m. |
| Male employees whose work is essential to work in the coating room or emulsion room | 7 a.m. | 6 p.m. |
- (b) Shift Work—
 Afternoon shift between the hours of noon and 11.30 p.m. working 8 hours.
 Night shift between the hours of 11 p.m. and 9 a.m. working 8 hours.
- (c) Shift work shall be worked between the hours of 11 p.m. on Sunday and 9 a.m. on Saturday; but for not more than 8 hours per day or 40 hours per week. Any shift working between 9 a.m. on Saturday and midnight on Sunday shall be paid for at overtime rates.
- (d) A shift worker whilst on afternoon or night shift shall be paid ordinary rates plus 10 per cent. for such shifts, provided that if he works on a night shift which does not rotate with some other shift or with day work so as to give him at least one third of his working time off night shift, he shall be paid at the rate of time and a quarter for the ordinary working hours of such shifts.

OVERTIME.

4. The following rates shall be paid for all work done—
- (i) (a) Outside the hours fixed as the times of beginning and ending work } Time and a half
 (b) Within the hours fixed as the times of beginning and ending work, after the employee } for the first two
 has worked (exclusive of meal breaks) on any one day Monday to Friday inclusive } hours and double
 8 hours continuous time } time thereafter.
 (c) Within the hours fixed as the times of beginning and ending work in excess of 40 hours }
- (ii) For the purpose of computing overtime each day's work shall stand alone.
- (iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

PIECE-WORK.

5. The Board determines under the provisions of the *Labour and Industry Act 1953*, that any employer and any employee may agree to fix and respectively pay and receive piece-work prices in respect of the work of such employee. Provided that the piece-work price so fixed shall be such that such employee can earn not less than 12½ per cent. more than the minimum wages rate prescribed for such employee.

SPECIAL RATES.

6. Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, 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. Provided that time and a half for the first three hours and double time thereafter shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room:

Provided further that where the night shift is extended to finish not later than 9 a.m. on Saturday, the ordinary rate for such shift shall apply.

HOLIDAYS.

7. (a) All employees, including piece-workers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

SICK LEAVE.

8. (a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to cases of illness subject to sub-clause (b) hereof.
- (b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate 40 hours of working time during any one year of service, or a proportionately less time during any shorter period of service. Provided that this sub-clause shall apply only to any employee who has been in the service for three months or more.
- (c) Notwithstanding anything contained in sub-clause (b) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided the employee remains in the service of the employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st May, 1948, shall be disregarded.

REST PERIOD.

9. An interval of ten minutes to be selected by the employer shall be allowed to all employees between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

ANNUAL HOLIDAY.

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

TERMINATION OF EMPLOYMENT OR STANDING DOWN EMPLOYEE.

11. An employer shall have the right to dismiss any employee without notice for inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 13.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 12.

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

(d) The wages rate for adult females is based on a basic wage being 71.73 per cent of the all others wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(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.

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

J. W. RYAN, Secretary.

Melbourne, 16th May, 1955.





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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE SUGAR REFINERS 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 now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

- (a) in connexion with the trade of sugar refining ;
(b) in the manufacture or treatment of the by-products of sugar ;

has made the following Determination, namely :—

1. That on the 9th June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	Weekly Wage.	Females.	Percentage of Female Basic Wage.	Weekly Wage.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years	34	80 6	Under 16 years	50	88 6
16 years	40	95 0	16 years	60	106 6
17 years	51	121 0	17 years	70	124 0
18 years	68	161 0	18 years	80	142 0
19 years	79	187 0	19 years	90	150 6
20 years	90	213 6	20 years	95	168 6

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".

OTHER EMPLOYEES.

		Wages Per Week of 40 Hours.
		s. d.
<i>Adult Males.</i>		
Raw Sugar Store—		
Unstoring raw sugar		279 0
Men cutting in		279 0
Whip hand unstoring raw sugar		274 0
Whip hand at elevator		274 0
Elevator attendant		279 0
Grating attendant at elevator		279 0
Thrower operator raw sugar		279 0
Leading hand raw store		292 0
Leading hand bulk sugar operator		297 0
Raw sugar sampler		271 0
Wash tank hands		267 0
Wash tank hands—assistants		264 0
Graders—sack room		274 0
Senior rigger		287 0
Other rigger		282 0
Melting House—		
Washing fugalmen		276 0
Melter attendant		272 0
Mixer		267 0
Carbonation House—		
Men on liquor filter presses		271 0
Men on mud		271 0
Leading hand, filters		285 0
Men on gas tank		289 0
Sweethand filter attendant		274 0
Men on crushing and stacking lime		267 0
Men on washing and checking filterpress sheets		278 0
Building and/or maintaining filter cloths		278 0
Char End—		
Kiln repairers		267 0
Kiln firemen		281 0
Wet charmen		281 0
Char runners		281 0
Pan Floor—		
First sugar boilers		316 0
Second sugar boilers		305 0
Employee attending triple effect and assistant sugar boiler		273 0
Pan attendant		267 0
Refined sugar fugalmen		276 0
Refined sugar fugalmen—Leading hands		299 0
Jelly House—		
Leading hand		285 0
Jelly fugalmen		267 0
Refined Sugar Store—		
Receiving at truck yard (Yarraville)		293 0
Receiving at truck yard (C. siding)		288 0
Driers (leading hand)		281 0
Driers (others)		272 0
Automatic scale attendant		282 0
Automatic scale hands		272 0
Employee engaged loading trucks		267 0
Bag room checkers		267 0
Truckers and stackers		267 0
Leading hand packing floor		296 0
Leading hand 27 store		288 0
Leading hand refined store		285 0
Hand packing sugar		272 0
Golden Syrup and Treacle—		
Men packing and weighing (bulk)		271 0
Golden syrup and treacle mixer		273 0
Liquor runners		300 0
Liquor runners—assistants		267 0
Distillery—		
Stillman		308 0
Mashman		277 0
C.O2. Bottle attendant		282 0
Spirit and Methyating Rooms—		
Leading hand		300 0
Assistants		276 0
Cane-ite Store—		
Man storing and unstoring cane-ite and hardboard		271 0
Miscellaneous—		
Trackman		281 0
Estateman		274 0
Leading hand cleaning gang		285 0
Process floor cleaners		262 0
Material handling		262 0
Kerrick operator		279 0
Unstoring and/or loading bales for shipment		280 0
All others		253 0
Adult females (a) with less than six months' experience at the trade		180 6
(b) with six months' or more experience at the trade		182 6

ADULT RATE TO BE PAID.

4. Male juniors employed as automatic scale hands reaching the age of 20 years, having at least 2 years' experience, shall receive adult rates applicable to that class of work.

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

5. (a) The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday; and Thursday.
Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

(b) Except at his own request any employee required to change from any of the above shifts to a shift other than his normal shift shall be paid at overtime rates for the first shift, unless he receives 48 hours' notice of such change.

DAY WORKERS.

6. Day worker is an employee who ordinarily works between 7.30 a.m. and 4.30 p.m., except at the distillery where the employee ordinarily works between 8 a.m. and 5 p.m. with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal. The provisions of this clause shall not apply to shift workers as defined in clauses 5 and 7.

CONTINUOUS SHIFT WORKERS.

7. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours; including such time as by mutual arrangement may be taken for meals.

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

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

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 7 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

TERMS OF ENGAGEMENT.

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

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

(c) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of four (4) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

EXTRA RATES AND ALLOWANCES.

9. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

- (i) Any employee who works on shift shall be paid an additional allowance of 4s. for a day shift and 7s. 6d. for an afternoon or a night shift.
- (ii) Day workers, as defined in clause 6 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 9s. per shift whilst so required.
- (iii) Employees classified as "All others" who are directed to enter and clean tanks, viz.—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb' driers shall receive an additional 1s. 3d. for each hour or part of an hour spent in such work.
- (iv) Employees classified as "All others" who are directed to handle dry lime, sulphuric acid, muriatic acid, super cel or bones shall receive an additional 1s. for each day or part of a day on such work.
- (v) Employees in the raw sugar store whilst engaged unstuffing, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstuffing, cutting in or facing bags	6s. per week
Men turning bags	5s. per week.

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged, sweated and/or hard sugar from time to time.

DEFINITION OF JUVENILE WORKERS.

10. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, packing sugar and sewing mouths of bags; trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

11. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

12. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

ANNUAL HOLIDAY.

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

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 or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st January, 1950, shall be disregarded, providing that any accumulated sick leave (not exceeding 120 hours of working time) standing to the credit of the employee on the 1st January, 1954, shall not be reduced by virtue of the provisions of this sub-clause.

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

MEAL ALLOWANCE.

15. Employees required to work a minimum of one and a half hours' after the usual finishing time shall be entitled to 5s. tea money unless notified the previous day or shift that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 5s. for tea money shall be payable. Provided that the meal allowance shall be payable in respect to the mid-day meal to employees working in the raw store whilst raw sugar is being received on a Sunday whether or not they are notified the day before.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

16. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

MINIMUM OF WORK.

17. Any employee called to work after leaving the employer's premises on any ordinary working day or required to work on a Saturday or a Sunday shall be paid for a minimum of 3 hours' work at the appropriate rates.

PAYMENT OF WAGES.

18. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

PIECEWORK.

19. The Board determines, that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for adult males set out in clause 3 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 21.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (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 August, 1955, the amount of the basic wage shall be as prescribed in clause 20.

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

(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, 16th June, 1955.



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

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

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

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

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

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in July, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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

IMPROVERS.			OTHER EMPLOYERS.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
—	Percentage of Basic Wage.	—	<i>Firewood Saw-mills, Mallee Roots, &c.</i>	
			<i>s. d.</i>	
Under 17 years of age	73	173 0	Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	290 0
17 years of age ..	84	199 0	Other benchmen	283 0
18 years of age ..	96	227 6	Lumpers	283 0
19 years of age or over—the appropriate rate prescribed under the heading "other employees."			Trolley-men	283 0
			Skip loaders	283 0
			Truck loaders of wood 4 feet or over	283 0
			Wagon or dray loaders	283 0
			Block stackers	274 6
			Wood cutters using axe, power crosscut, circular saw, or other method ..	290 0
			Carters driving one, two, or three horses	278 0
			And 2s. extra per day for every additional horse in excess of three.	
			Drivers of motor vehicles having a carrying capacity—	
			(a) not exceeding 25 cwt.	273 0
			(b) exceeding 25 cwt. but not exceeding 3 tons	282 6
			(c) exceeding 3 tons	292 0
			And if a trailer is attached to the vehicle—2s. 6d. per day extra.	
			Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	297 6
			All others	271 0
			Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 5s. per day above the ordinary rate.	
			<i>Gas Producer Units.</i>	
			The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

IMPROVERS.	OTHER EMPLOYEES—(continued).
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
	<i>Hay, Corn, or Chaff Stores.</i>
	s. d.
	Storeman in charge 288 0
	Carters driving one, two, or three horses 278 0
	And 2s. extra per day for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 273 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 282 6
	(c) exceeding 3 tons 292 0
	And if a trailer is attached to a vehicle—2s. 6d. per day extra.
	All others 279 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one, two, or three horses 278 0
	And 2s. extra per day for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 273 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 282 6
	(c) exceeding 3 tons 292 0
	And if a trailer is attached to a vehicle—2s. 6d. per day extra
	All others 277 0
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with gas producer units :—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

CONDITIONS OF EMPLOYMENT.

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

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

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

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

OVERTIME, ETC.

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

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

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

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

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

TERMS OF ENGAGEMENT.

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

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

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

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

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

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

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

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

TIME WAGES.

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

CONTRACT WORK.

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

SUNDAYS AND HOLIDAYS.

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

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

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

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

PUBLIC HOLIDAYS.

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

ANNUAL HOLIDAY.

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

ALLOWANCES.

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

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

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

TIME RECORD.

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

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

WET WEATHER PROVISIONS.

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

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

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

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

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

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

SPECIAL TREATMENT OF INJURED.

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

FIRST-AID AND MEDICAL OUTFIT.

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

ACCOMPANYING SICK OR INJURED EMPLOYEES.

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

PIECEWORK.

16. (a) A schedule of piecework prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid 4d. per ton extra to stack tops, or 6½d. per ton extra to stack and burn tops.

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

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

CUTTING AND STACKING OR CUTTING AND LOADING ON TO VEHICLES—

	By Ton Measurement of 50 Cubic Feet.	Per Standard I.B. Truck Loaded to Water Level i.e., 8 Tons Measurement or 400 Cubic Feet.
6-ft. rate i.e., 6-ft. or over—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 15 4	<i>s. d.</i> 119 1
Red Box, Iron Bark or Red Gum	13 10	111 9
Ti-tree or Mallee Scrub	15 4	..
Common Wood, i.e., all other than those specified above	12 0	93 4
5-ft. rate i.e., 5-ft. and up to, but not including 6-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 16 3	<i>s. d.</i> 211 10
Red Box, Iron Bark or Red Gum	16 3	211 10
Ti-tree or Mallee Scrub	16 3	..
Common Wood, i.e., all other than those specified above	13 4	175 2
4-ft. rate i.e., 4-ft. and up to, but not including 5-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 16 8	<i>s. d.</i> 219 1
Red Box, Iron Bark or Red Gum	16 8	219 1
Ti-tree or Mallee Scrub	16 8	..
Common Wood, i.e., all other than those specified above	13 10	182 5
3-ft. rate i.e., 3-ft. and up to, but not including 4-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 19 5	<i>s. d.</i> 155 2
Red Box, Iron Bark or Red Gum	19 5	155 2
Ti-tree or Mallee Scrub	19 5	..
Common Wood, i.e., all other than those specified above	17 4	138 11
2-ft. rate i.e., 2-ft. and up to, but not including 3-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 22 6	<i>s. d.</i> 181 0
Red Box, Iron Bark or Red Gum	22 6	181 0
Ti-tree or Mallee Scrub	22 6	..
Common Wood, i.e., all other than those specified above	19 5	155 2

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

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

(ii) When wood is cut and not stacked is. 11d. per ton less than the above rates.

(iii) Stackers (other than wood cutters) stacking wood in not less than 15 ton lots shall be paid 4s. per ton.

LOADING VEHICLES 18s. 10d. per truck (Standard I.B.).

LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck .. 21s. 2d. per truck (Standard I.B.).

TROLLEYING FROM STACK TO BENCH 16s. 3d. per truck (Standard I.B.).

TRUCK LOADING—

Wood, 4 feet to 6 feet inclusive 21s. 2d. per truck (Standard I.B.) loaded to 5 feet.

STACKING WOOD 6 FEET OR OVER ON END—

Taken from Vehicles 9s. 9d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

The rate for milling (other than by self-acting bench) shall be 54s. 0d. per truck for 1-ft. wood and 64s. 8d. per truck for 9-inch wood which may be divided as follows:—

Where four men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	14s. 3d. per truck (Standard I.B.).	17s. 11d. per truck (Standard I.B.).
Lumping	13s. 3d. " "	15s. 7d. " "
Handing up	13s. 3d. " "	15s. 7d. " "
Stacking	13s. 3d. " "	15s. 7d. " "

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

Where three men are employed—

Benching and handing up	19s. 0d. per truck (Standard I.B.).	22s. 2d. per truck (Standard I.B.).
Lumping and handing up	17s. 6d. " "	21s. 3d. " "
Stacking	17s. 6d. " "	21s. 3d. " "

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

Where two men are employed .. each 27s. 0d. " " 32s. 4d. " "

These men also to sharpen saws and clean up.

MILLING BY SELF-ACTING BENCH—

The rate for milling by self acting bench shall be 48s. 4d. per truck for 1-foot wood and 58s. 2d. per truck for 9-inch wood which may be divided as follows:—

Where three men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	17s. 0d. per truck (Standard I.B.).	20s. 4d. per truck (Standard I.B.).
Lumping	15s. 8d. " "	18s. 11d. " "
Stacking	15s. 8d. " "	18s. 11d. " "

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

Where two men are employed—

Benching and lumping	25s. 10d. " "	31s. 10d. " "
Stacking	22s. 6d. " "	26s. 4d. " "

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

Where one man is employed .. 48s. 4d. " " 58s. 2d. " "

This man also to sharpen saws and clean up.

MALLEE ROOTS—

	By Weight.		By Measurement.	
	per ton.		per ton.	
	s.	d.	s.	d.
(a) Raising or digging out	15	4	11	5
(b) Cleaning or trimming	15	4	11	5
(c) Loading on to vehicles	8	10	6	6

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

17. IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
	Percent- age of Basic Wage.	s. d.		
Under 17 years of age	73	173 0	Wood cutters, using axe, power crosscut, circular saw, or other method	290 0
17 years of age	84	199 0	Carters driving one, two, or three horses	278 0
18 years of age	100+2s.	239 0	And 2s. extra per day for every additional horse in excess of three.	
19 years of age or over—the appropriate rate prescribed under the heading "other employees."			Drivers of motor vehicles having a carrying capacity—	
			(a) not exceeding 25 cwt.	273 0
			(b) exceeding 25 cwt. but not exceeding 3 tons	282 6
			(c) exceeding 3 tons but not exceeding 6 tons	292 0
			(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
			And if a trailer is attached to the vehicle—2s. 6d. per day extra.	
			<i>Gas Producer Units.</i>	
			The following provision shall apply to drivers of vehicles fitted with gas producer units—	
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant	312 0
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	297 6
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision	326 0
			(ii) With three or fewer persons under his supervision	320 6
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	312 0

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

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 282s. 6d. per week of 40 hours and thereafter one additional improver to every ten additional such workers.

CONDITIONS OF EMPLOYMENT.

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

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

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

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

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

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

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

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

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

OVERTIME, ETC.

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

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

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

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

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

TERMS OF ENGAGEMENT.

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

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

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

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

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

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

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

(c) If the full period of sick leave as prescribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1940, shall be disregarded.

SUNDAYS AND HOLIDAYS.

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

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

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

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

PUBLIC HOLIDAYS.

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

ANNUAL HOLIDAY.

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

ALLOWANCES.

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

WASHING FACILITIES.

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

TIME RECORD.

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

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

WET WEATHER PROVISIONS.

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

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

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

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

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

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

SPECIAL TREATMENT OF INJURED.

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

FIRST-AID AND MEDICAL OUTFIT.

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

SHELTER.

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

SANITATION.

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

ACCOMPANYING SICK OR INJURED EMPLOYEES.

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

CHARCOAL BURNING.

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

	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	s. d.	s. d.
Grey box, red box, red gum, or ironbark	134 9	123 1
Any other variety of wood	145 7	128 10

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

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

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

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

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

Basic Wage.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
£ s. d.		
Within the area to which this Determination applies	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 33.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 21st June, 1955.



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE LAW CLERKS BOARD.

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

IN accordance with the provisions of the Labour and Industry Act, the Wages Board, which now has the power to "determine the lowest prices or rates which may be paid to any person employed in his practice, by a barrister and solicitor, but not including:—

- (a) an articled clerk;
- (b) a barrister or solicitor serving not more than one year for the purpose of gaining experience;
- (c) a law student, i.e., a person employed as a clerk (other than an articled clerk) engaged in the course of study prescribed for those intending to qualify for admission as barristers and solicitors;
- (d) a typist or stenographer."

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in July, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. *IMPROVERS.

Experience.	MALES. Wages per Week.				FEMALES. Wages per Week.	
	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	76 0	76 0	83 0	90 0	1st year	78 0
2nd year	102 0	102 0	118 6	144 6	2nd year	90 6
3rd year	118 6	130 6	170 6	194 6	3rd year	117 0
4th year—					4th year	145 6
1st six months	159 0	177 6	199 0	248 6	5th year and until 21 years of age	180 0
2nd six months	159 0	177 6	248 6	250 6		
5th year—						
1st six months	213 6	223 0	271 0	277 6		
2nd six months	213 6	227 6	271 0	277 6		
6th year and until 21 years of age	271 0	277 6	..	..

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

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

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.
<i>Males.</i>		
With less than three years' experience in a solicitor's office—		
1st year's experience	14 8 6	14 5 6
2nd year's experience	14 13 6	14 10 6
3rd year's experience	14 18 6	14 15 6
All others	15 1 0	14 18 0
<i>Females.</i>		
All adults	11 5 0	11 2 0

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

WEEKLY HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40 (exclusive of meal times).

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning Work.	Time of Ending Work.
4. On the usual weekly half-holiday	8.45 a.m.	12.30 p.m.
On all other days of the week	8.45 a.m.	6 p.m.

OVERTIME.

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

Outside the times of beginning and ending work } Time and
 Within the times of beginning and ending work, in excess of 40 hours in any week } a half.

TERMS OF EMPLOYMENT.

6. All employees (other than casuals) willing, ready, and available for work shall be paid the full weekly wage fixed herein, irrespective of the number of hours worked not exceeding 40. To terminate employment one week's notice shall be given by either employer or employee, or in lieu of such notice one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

CASUAL LABOUR.

7. Casual hands, i.e., persons who are employed during any week for not more than one-half of the maximum number of hours fixed in the Determination as a week's work, shall be paid at the rate of time and a half on the hourly rate calculated *pro rata* by dividing the weekly rate by the number of hours fixed for a week's work.

SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.

8. (a) Double time shall be paid for all work done on Sundays, New Year's Day, the day following New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Easter Tuesday, Labour Day, Anzac Day, Queen's Birthday, Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be substituted by local custom or by Act of Parliament or Proclamation for any of the holidays specified herein the special rate shall be payable only for work done on the day so substituted.

(b) No deduction shall be made from the wages of employees granted leave for the holidays mentioned in sub-clause (a) hereof.

MINIMUM OF WORK.

9. Any employee required to work on any day mentioned in clause 8 shall be entitled to not less than four hours' pay at special rates provided that he is available for work during such four hours.

ANNUAL HOLIDAY.

10. 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.

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

(i) During the first year—3½ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay.

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st May, 1949, 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 May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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

TIME AND WAGES RECORDS.

12. Each employer shall keep time and wages records showing the name of each employee, the number of hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to a duly-accredited official of the Federated Clerks' Union of Australia during the usual office hours at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

MEAL ALLOWANCE.

13. Any employee who is required to work after the usual finishing hour of work, beyond one hour, shall be paid a meal allowance of 5s.

REST PERIOD.

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

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 16.

BASIC WAGE

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price 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 improvers shall be the appropriate percentages as set out hereunder. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

IMPROVERS.

Experience.	MALES.				FEMALES.	
	Commencing Age.				Experience.	Percentage of Female Basic Wage.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>Percentage of Basic Wage.</i>					
1st year	32	32	35	38	1st year	44
2nd year	43	43	50	61	2nd year	51
3rd year	50	55	72	82	3rd year	66
4th year—					4th year	82
1st six months	67	75	84	100+11/6	5th year and until 21 years of age	100+2/6
2nd six months	67	75	100+11/6	100+13/6		
5th year—						
1st six months	90	94	100+34/-	100+40/6		
2nd six months	90	100+30/6	100+34/-	100+40/6		
6th year and until 21 years of age	100+34/-	100+40/6		

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

J. V. WILLOX, Secretary.

Melbourne, 22nd June, 1955.



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE BULK GRAIN WORKERS 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons employed in any trade, process, business, or occupation which is subject to the jurisdiction of any Board heretofore appointed) employed in the trade, process, business, or occupation of receiving, weighing, moving, and despatching grain in bulk or in any work incidental thereto at any seaboard terminal", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

(i) Junior Employees.

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years	30	4 1 6
17 years	40	5 9 0
18 years	50	6 16 0
19 years	70	9 10 6
20 years	90	12 5 0

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) Other Employees.

	Weekly Employment.	Casual Employment.
	per week. £ s. d.	per hour. s. d.
<i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; operating a wheat auger and sweep in a wheat pile; doing general maintenance work, and greasing	13 12 0	7 5½
<i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors; bagging weevily wheat from a wheat pile	14 4 4	7 9 ³² / ₄₀
<i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship	14 14 2	8 1 ⁷ / ₁₀

(iii) Leading Hand.

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

SEASONAL WORKER'S ALLOWANCE

3. A weekly employee whose employment is terminated by the employer within six successive months of such employment for any cause, other than for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, shall on such termination be entitled to be paid for each week of his period of weekly employment an allowance of five per cent. of the total of—

- (i) so much of his earnings as does not exceed the total basic wage on which each week's earnings were based, and
- (ii) an amount of twenty-five shillings.

DUST ALLOWANCE.

4. In addition to the wage rate prescribed in clause 2 hereof any person employed at the work described hereunder shall be paid an allowance of 1s. per hour:—

- (i) Track shed employee during wheat receiving operations, employee cleaning out track hoppers, dust-house operator, employee engaged in cleaning bins or garners bagging weevily wheat from a wheat pile.
- (ii) Any employee, other than an employee covered by placitum (i), working in the terminal during wheat handling operations.
- (iii) Any employee working in any portion of the terminal when wheat is not being handled, but when general cleaning down is being effected at the direction of the Superintendent.

JUNIOR LABOUR.

- 5. (a) No person under the age of 16 years shall be employed at the trade.
- (b) The proportion of junior labour shall not exceed one junior to each eight persons receiving not less than the minimum wage.

ORDINARY HOURS (OTHER THAN FOR SHIFT WORK).

6. The ordinary hours Monday to Friday, both inclusive, shall (except for shift work) be from 8 a.m. to noon and 1 p.m. to 5 p.m., unless otherwise agreed upon between the employer or his representative and a majority of the employees concerned.

The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 17 occur. In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME (OTHER THAN FOR SHIFT WORK).

- 7. Payment and conditions for all time worked outside ordinary hours shall be as follows:—
 - (a) Between 5 p.m. on an ordinary working day and 8 a.m. on the following day time and a half for the first four hours and double time thereafter, such double time shall continue until the employee is relieved from duty for a period of at least eight consecutive hours;
 - (b) Before noon on Saturday time and a half for the first four hours and double time thereafter;
 - (c) After noon on Saturday double time;
 - (d) Periods of work performed before 8 a.m. and after 5 p.m. on any ordinary working day shall be cumulative and paid for at the rate of time and a half for the first four hours and double time thereafter;
 - (e) Employees other than shift workers shall be entitled to a meal break of one hour without pay after the expiration of four hours on duty, subject, however, to the exception provided in sub-clause (g) hereof;
 - (f) Where an employee is required to work outside ordinary hours he shall be paid the appropriate overtime rate as for a minimum period of one hour and where the work exceeds one hour he shall be paid as for not less than half an hour for each subsequent half hour's work entered upon;
 - (g) Where an employee is called upon to work through a meal break to finish a ship he shall be paid the appropriate rate plus 4s. per hour until such time as work finishes or a meal break is allowed. Provided that the minimum rate payable shall be not less than double time.

SHIFT WORK.

- 8. (a) The employer shall have the right to require any employee to work in shifts where, in the opinion of the employer, it is not reasonably practicable to carry on the operations of the employer without such shift work.
- (b) The ordinary hours for a shift shall not exceed eight on any day, Monday to Friday inclusive, and any excess shall be paid for at the rate of time and a half for the first four hours and double time thereafter.
- (c) Except as provided in sub-clauses (d) and (e) hereof employees engaged on shift work shall be paid the sum of 12s. 6d. per week in addition to the rates prescribed in clause 2 hereof. Provided that such additional rate shall not apply to employees engaged solely upon day work.
- (d) Employees engaged on afternoon and night shifts only, that is when they are not changed to day shifts, afternoon shifts, and night shifts in regular rotation shall be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.
- (e) Employees engaged on day and night shift only shall, for the week in which they are employed on the night shift, be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.
- (f) Provided that any employee instructed by his employer to change shifts during any week shall be paid an additional 2s. 6d. for each change but not for the change back again.
- (g) Employees working on shifts shall be allowed crib time not exceeding thirty minutes in each shift at such times as may be fixed by the employer and such crib time shall be counted as time worked.

SPECIAL RATES FOR PUBLIC HOLIDAYS AND SUNDAYS.

- 9. (a) Double time shall be the rate for all work done on New Year's Day, Australia Day, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, and Boxing Day, and all other gazetted or statutory holidays which are observed by the Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists, provided that 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 for work done only on the day so substituted.
- (b) Two and a half times the ordinary rate shall be payable for all work done on Sunday, Christmas Day, Good Friday and the days observed at Geelong as Labour Day and Union Picnic Day, provided that 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 for work done only on the day so substituted.

MIXED FUNCTIONS.

10. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked with a minimum of one hour.

TIMES AND PLACES OF ENGAGEMENT.

11. Employees may be engaged at a point adjacent to the track shed. The times for engaging labour at such place shall be between the hours of 7.45 a.m. and 8 a.m., Monday to Saturday inclusive. This clause shall not preclude the right of the employer from engaging employees at another place subsequent to 8 a.m. provided there is insufficient suitable labour available at the pick-up point at that hour.

TERMS OF ENGAGEMENT.

12. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week and whose engagement shall be terminable by one week's notice on either side, such notice may be given at any time (but not continued from week to week) or one week's wages paid or forfeited as the case may be in lieu thereof.

(b) Except for overtime work as provided for in clauses 7 and 9 hereof, a casual employee shall be guaranteed not less than four hours' engagement on any day provided that should his time of commencement be earlier than 12 noon, he shall, if required to work after the midday meal break, be guaranteed at least four hours' work after such break unless he leaves of his own accord before the completion of such period.

(c) Where a weekly employee is engaged to begin work on any day other than the commencing day of a weekly pay period he shall be entitled to be paid at casual rates for the broken portion of the week worked by him.

(d) A weekly employee to be entitled to the weekly wage shall be available ready and willing to perform his usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that the employer may deduct for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

Where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment but may leave the employment instantly.

(e) Subject to the provisions of clause 13 hereof any weekly employee not attending for duty shall lose his pay for the actual time lost.

SICK LEAVE.

13. (a) Any weekly employee who, having had at least three months' service with the 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; and provided further that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

For the purpose of administering this sub-clause "year" means a period of twelve calendar months, commencing from the first day of weekly employment of an employee, and commencing from the anniversary of such date in subsequent years.

(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) hereof.

(c) 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.

(d) Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed herein.

(e) 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 28th April, 1950, shall be disregarded.

(f) The employer shall not terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this clause.

CASUAL EMPLOYMENT.

14. Subject to the provisions of clause 12 sub-clause (b) hereof, the engagement of any casual employee may be terminated at any moment without notice.

MEAL ALLOWANCE.

15. (a) An employee called upon to work overtime except as provided in clause 7 sub-clause (g) hereof, shall be paid a meal allowance of five shillings for each meal occurring in the overtime period or provided with a meal not to exceed a cost of five shillings for each such meal.

(b) Provided that when it is necessary to work overtime to clear the line, and the work by mutual consent is carried on through the meal hour and does not exceed one hour's duration, the meal allowance is not to be paid.

TRANSPORT.

16. (a) Transport if required at the Geelong Grain Terminal will be provided without charge from the terminal to the corner of Moorabool and Ryrie-streets, Geelong for all employees who are required to work overtime at the terminal and who cease work at or after 8 p.m. Provided that where the men concerned cannot be transported from the terminal to the abovementioned point in Geelong in sufficient time to enable them to catch their last trams home from Geelong the men shall be provided with transport, if required, to their homes.

(b) Where work is performed on a Sunday at the Geelong Grain Terminal the employer shall provide transport from and to the Belmont Bridge at Geelong.

HOLIDAYS.

17. Weekly employees shall be granted the following holidays without deduction of pay:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, Union Picnic Day, and all other gazetted or statutory holidays which are observed by the Victorian Railways Department so far as goods traffic is concerned in the location where a seahoard grain terminal exists. Union Picnic Day shall be observed on a day to be mutually agreed upon between the Federated Storemen and Packers' Union and the employer concerned.

Provided that an employee who fails to attend for work on the working day immediately preceding, and the working day immediately following a prescribed holiday or holidays without reasonable excuse, or without the consent of the employer, shall not be entitled to payment for such holiday or holidays.

PAYMENT OF WAGES.

18. Wages of employees shall be paid not later than Friday in each week and shall include payment for all time worked up to and including midnight on the preceding Wednesday. Upon termination of his employment all monies due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day provided that, in the case of a casual employee leaving the job before the completion of his engagement, he shall not be entitled to payment until the next succeeding pay day.

ANNUAL HOLIDAY.

19. 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.

HOT WATER.

20. The employer shall provide free of charge hot water for the use of employees at the midday meal hour.

SMOKE-OHS.

21. Employees shall be entitled to a smoke-oh of 10 minutes in the morning and afternoon and at intervals of two hours during shift or overtime work.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

- (i) That he produces his authority to the employer or his representative;
- (ii) That he interviews employees only at the place where they are taking their meal;
- (iii) That not more than one representative in all be in any establishment at any one time;
- (iv) That no one representative visit an establishment more than once a fortnight;
- (v) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

EMPLOYER TO PROVIDE TOOLS.

23. All tools which employees are required to use in the course of their work shall be provided by the employer.

ORDINARY PAY.

24. For the purposes of this Determination "ordinary pay" shall not include any dust allowance, premium for shift work, overtime pay, or seasonal worker's allowance.

OVERALLS.

25. After three months' continuous service with an employer, an employee shall be supplied with a pair of overalls, and at the conclusion of each subsequent period of six months' continuous service shall be supplied with a further pair. Such clothing shall remain the property of the employer.

CONSTITUENTS OF WAGES RATES.

26. The wages rates prescribed in clause 2 consist of the following:—

	Group 1.	Group 2.	Group 3.
	£ s. d.	£ s. d.	£ s. d.
Basic wage	11 17 0	11 17 0	11 17 0
Margin	1 1 3	1 13 7	2 3 5
Industry loading	0 13 9	0 13 9	0 13 9
Total weekly wage	13 12 0	14 4 4	14 14 2
Addition for casual work (10 per cent.)	1 7 2	1 8 5	1 9 5
Wage for casual work { Weekly	14 19 2	15 12 9	16 3 7
{ Hourly	7 5½	7 9 ³³ / ₄₀	8 1 ⁷ / ₄₀
(i.e. 1/40th of weekly wage.)			

PERIODICAL ADJUSTMENT OF WAGES.

27. The weekly wages rates in clause 2 (ii), "Other Employees", are based upon the following basic wage, and pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 28. The hourly rates and rates for junior employees shall be adjusted at the same time as the rates for the said "Other Employees" by adopting the following methods:—

(i) Hourly rates.

The amount of the Basic Wage shown in the table in clause 26 is amended to conform with the variations from time to time. Consequential amendments are made to the total wages for weekly and casual employees, and the adjusted hourly rates ascertained as set out therein.

(ii) Junior employees.

The wages of junior employees shall, in accordance with the table set out in clause 2, conform with the percentages of the minimum wage prescribed for "Other Employees" as adjusted from time to time. Such wages shall be calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

Basic Wage.

Place.	Basic Wage (Adjustable.)	Index Number Set Assigned.
	Per Week. £ s. d.	
Within the areas to which this Determination applies	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

28. (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 August, 1955, the amount of the Basic Wage shall be as prescribed in clause 27.

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

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

J. W. RYAN, Secretary.

Melbourne, 4th May, 1955.

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



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE TOTALIZATOR EMPLOYEES BOARD.

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 appointed—

“to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in or in connexion with the operation of a totalizator on a racecourse in connexion with a race meeting, other than persons employed in the mechanical maintenance of such totalizator”

has made the following Determination, namely:—

1. That as from the 8th July, 1955, the last previous Determination of this Board, as amended by a Determination of the Industrial Appeals Court, shall be revoked and replaced by this Determination.

WAGES AND HOURS OF DUTY.

2. *Note.*—The hours prescribed in column lettered “B” are the ordinary commencing times prior to the advertised hour of starting of the first race, and the hours prescribed in column lettered “C” are the ordinary finishing times after the time of starting of the last race.

(a)	Classification.	Wages per Meeting.		Hours of Duty.	
		“A.”		“B.”	“C.”
		s.	d.	Hours.	Hours.
	<i>Males.</i>				
Supervisor “A” grade control	133	6	3	3
Supervisor “B” grade	133	6	2	1½
Supervisor “C” grade	121	0	2	1½
Supervisor “D” grade	113	6	2	1½
Banker “A” grade control	141	0	3	3
Banker “B” grade	113	6	2	2
Accountant	89	0	1½	1½
Dividend payer (late dividends)	90	0	1½	1½
Dividend payer (other)	77	6	1½	1½
Cashier assisting banker	76	0	1½	1
Cashier (other)	61	6	1½	1½
Banker’s assistant	77	6	1	1
Dividend calculator (control)	119	0	1½	2
Dividend calculator (other)	66	6	1½	1½
Runner	61	6	1½	1
Ticket canceller	61	6	1½	1

Provided that any supervisor employed in a house in the Members’ enclosure on any racecourse shall receive not less than the rate prescribed for a supervisor “C” grade.

Classification.	Wages per Meeting.	Hours of Duty.	
	"A."	"B."	"C."
	<i>s. d.</i>	Hours.	Hours.
<i>Females.</i>			
Accountant	73 0	1½	1½
Ticket checker	60 0	1½	1½
Seller	56 6	1½	1½
Comptometer Operator	47 0	1½	1½
Ticket paper distributor	41 6	1	1
Control office attendant	60 0	1	1
Ticket canceller	47 0	½	1

(b) In addition to the appropriate rate prescribed in sub-clause (a) hereof, an employee who is required to work on any race day in connexion with pre-sales shall receive an allowance of 12s. 6d.

(c) Any person required to work for more than half an hour beyond the hours prescribed in column "C" shall receive payment for all such work as follows:—

Males at the rate of 15s. per hour .. } calculated to the nearest quarter of an hour.
 Females at the rate of 12s. per hour .. }

ADDITIONAL AMOUNTS.

3. (a) The following amount or amounts shall be payable for work done within a radius of ten miles of the General Post Office, Melbourne, in addition to the appropriate wages rate prescribed in clause 2.

	Additional Amount.
	<i>s. d.</i>
(i) Dividend payer (late dividends)—who is required to make payments in connexion with a meeting held on some previous day or days	10 0
(ii) A banker who pays wages, other than a supervisor who carries out the duties of a banker:— where the staff of the house number 36 or more all others	10 0 7 6
(iii) A payer, other than a late dividend payer who pays late dividends only, who is required to pay out on all tickets irrespective of their original purchase price	5 0
(iv) For work done in connexion with each race on a program in excess of seven:—	
<i>Males.</i>	
Banker "A" grade	7 6
Banker "B" grade	7 6
Accountant	6 0
Dividend payer (late dividends)	7 6
Dividend payer (other)	7 6
Cashier assisting banker	5 0
Cashier (other)	5 0
Banker's assistant	5 0
Dividend calculator (control)	6 0
Dividend calculator (other)	6 0
Supervisor	7 6
Runner	5 0
<i>Females.</i>	
Accountant	5 6
Seller	5 6
Checker	5 6
Control office attendant	5 6

(b) Employees engaged at work outside the area prescribed in sub-clause (a) hereof shall be paid the additional amounts prescribed in placitum (iv) of such sub-clause for work done in connexion with each race in excess of eight.

(c) A banker who pays wages, other than a supervisor who carries out the duties of a banker, and a payer, other than a late dividend payer who pays late dividends only, who is required to pay out on all tickets irrespective of their original purchase price wheresoever they may be employed by Automatic Totalizators Ltd. outside a radius of ten miles of the General Post Office, Melbourne, shall receive the appropriate allowances prescribed in Placita (ii) and (iii) of sub-clause (a) of this clause.

RATE PAYABLE IN THE CASE OF A POSTPONEMENT OR ABANDONMENT OF A MEETING WITHIN TEN MILES OF THE GENERAL POST OFFICE, MELBOURNE.

4. (a) An employee reporting for duty at the racecourse or the central office of the employer, shall, unless a public announcement is made in the press or by radio not later than four hours prior to the advertised time of starting of the first race in the cases of the Supervisor "A" grade—control and the Banker "A" grade, and two hours prior to the said advertised time in the case of any other employee, that the race or trotting meeting has been postponed or cancelled, be entitled to receive payment of one half the appropriate amount prescribed for a meeting of seven races.

(b) In the event of a race or trotting meeting being cancelled or postponed after the commencement of the scheduled program for the day an employee shall be entitled to be paid the appropriate amount prescribed for a full meeting on such day.

PAYMENT FOR AN EMERGENCY NOT RECEIVING AN ENGAGEMENT.

5. An employee who, following on instructions from the employer, reports as an emergency but does not receive an engagement shall be paid One pound in the case of a male and Fifteen shillings in the case of a female.

EMPLOYEE FORCED TO LEAVE DUTY OWING TO ILLNESS.

6. An employee who is forced to leave duty through illness before the completion of his or her engagement shall be entitled to receive payment of the appropriate rate prescribed for a meeting of seven races on that day. Provided that if the House Supervisor is not satisfied as to the illness of the employee he may obtain an opinion from a qualified Medical Practitioner in regard thereto.

FARE ALLOWANCE.

7. All employees who report for duty on a racecourse within ten miles of the General Post Office, Melbourne, shall be entitled to the amount represented by the cost of the 1st class return railway fare between Flinders-street Railway Station and the nearest railway station to that racecourse.

TRANSPORT TO AND FROM COUNTRY MEETINGS.

8. The employer shall provide adequate transport to and from the course for all employees engaged for a meeting on any racecourse outside a radius of 10 miles of the General Post Office, Melbourne.

MEAL ALLOWANCES FOR COUNTRY MEETINGS.

9. Meal allowances shall be paid to all employees on country racecourses as follows:—

For meetings outside a radius of 10 miles and within a radius of 25 miles of the General Post Office, Melbourne—

Lunch allowance 5s.

For meetings outside the said radius—Lunch allowance 5s., and—Dinner allowance 6s.

TEA MONEY.

10. An employee not included in clause 9 hereof required to work one hour or more after the usual time of ceasing duty shall be allowed a meal allowance of 6s.

CLOTHING ALLOWANCE.

11. A seller shall receive 6d. per day as a clothing allowance.

HIGHER DUTIES ALLOWANCE.

12. An employee called upon to perform duties of a higher grade during the currency of any engagement shall be paid the appropriate higher amount herein prescribed for such higher grade for the whole of such engagement.

PAYMENT OF WAGES.

13. Each employee shall be paid his or her wages (other than overtime) not later than the time during which the last race is run on any day.

TRANSPORT DURING EMERGENCY CONDITIONS.

14. Reasonable transport free of cost to the employees rostered for duty on any occasion when normal public transport (i.e., rail and/or tram services) is not operative, shall be provided from points to be nominated by the employer. Provided that if an employee with the consent of the employer provides a car to transport himself or herself or other members of the staff rostered for duty he or she shall be entitled to such allowance as may be agreed upon for each mile that each such car necessarily travels from and to the employee's home and the racecourse.

TRANSPORT FOR EMERGENCY WORKERS AND DETAINED STAFF.

15. An employee required to report as an emergency at the Flemington racecourse and whose services are not required for the day shall, after being paid off be entitled, should he or she so require, be provided with transport to the nearest operating public transport system. An employee detained at Flemington after public transport to the course for that day has ceased shall be entitled to be transported to the nearest operating public transport system.

A. employee detained at the Royal Agricultural Showgrounds after the last connecting public transport to enable him or her to reach his or her home by such means has ceased for the day, shall be provided with transport to such home free of cost to such employee.

For the purposes of this provision "detained" shall be deemed to mean "required to complete some duty after his or her normal finishing hour".

MEAL INTERVAL.

16. An employee who is required to report for duty one hour or more before the normal time for the commencement of duty shall be allowed an interval of not less than half an hour if a reasonable place in which a meal may be consumed is provided, or an interval of three quarters of an hour in any other case between the hours of noon and 2 p.m., except on a pre-sales day on which the interval shall be not less than half an hour between the hours of 11 a.m. and 1 p.m.

RECEPTACLE FOR KEEPING MONEY.

17. Each ticket machine operator shall be provided with a covered receptacle for the security of money.

TIME OFF FOR ANNUAL HOLIDAYS.

18. An employee who desires to take annual holidays shall, provided he or she has given at least one week's notice of his or her intention, be entitled to be absent from duty on any meetings that may be held between two consecutive Saturdays, and inclusive of such Saturdays.

ANNUAL HOLIDAY.

19. The provisions of the *Labour and Industry Act 1953*, and any amendments that may be made thereto from time to time shall apply.

NOTICE BOARD.

20. A notice board for exhibition of notices by an official of the employees' organization shall be provided and maintained by the employer in a suitable place on each house on each racecourse.

PRESERVATION OF EXISTING CONDITIONS.

21. Except in so far as altered expressly or by necessary implication by the provisions of this Determination, all existing privileges and conditions shall continue.

DEFINITIONS.

22. Supervisor "A" grade—Control means the supervisor who is responsible for the obtaining of information (including cratchings, and dividends) and the conveyance of same to all other houses on the course.

Supervisor "B" grade means a supervisor with 71 employees or more under his control or superintendence.

Supervisor "C" grade means a supervisor with from 36 to 70 employees under his control or superintendence.

Supervisor "D" grade means a supervisor with 35 or less employees under his control or superintendence.

Banker "A" grade means the control banker on any course.

Banker "B" grade means any banker other than one defined as "A" grade, or a supervisor who also carries out the duties of a banker.

ADJUSTMENT OF WAGES.

23. The wages rates set out in clause 2 are based upon the following basic wage group table 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 quarterly following any increase or decrease, as the case may be, in the basic wage ascertained in accordance with the "Commonwealth Statisticians' all items' retail price index numbers" set assigned for Melbourne when such increase or decrease is sufficient to move the basic wage, as so ascertained, into any other basic wage group of the said table.

Basic Wage Group Table.
(Original group, 237s. to 241s.)

Basic Wage Group.	Amount of Increase.		Amount of Decrease.	
	Males.	Females.	Males.	Females.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
222-226 .. .. .	..	..	3 0	2 3
227-231 .. .. .	..	..	2 0	1 6
232-236 .. .. .	..	..	1 0	0 9
237-241	No change	No change	No change	No change
242-246	1 0	0 9	..	..
247-251	2 0	1 6	..	..
252-256	3 0	2 3	..	..

Note.—Any extension of this table shall be of the same construction as the table.

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

J. W. RYAN, Secretary.

Melbourne, 23rd June, 1955.



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE PLATE GLASS BOARD.

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

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilayers Board.

[N accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES.		
<i>Section "A"—Glass.</i>		
Hand painter or designer on or for glass	16 2 0	15 19 0
Pencil hand-embosser	15 4 6	15 1 6
Employee who is capable of and is engaged on (a) silvering; (b) cutting plate glass for silvering; (c) cutting plate glass and structural glass to all shapes and for all purposes for which plate and structural glass is normally used in the trade; (d) brilliant cutting; (e) bevelling, i.e., performing all functions in glass bevelling including maintaining of mills; (f) glass bending; (g) glazing, i.e., called upon to cut and glaze all types of glass including structural glass, in all manners customary to the trade; (h) sandblasting and/or stencil cutting and who performs the functions necessary for sand engraving to designs on glass	15 12 0	15 9 0
Trainee Tradesman—		
First year	13 11 0	13 8 0
Second year	13 15 0	13 12 0
Third year	13 19 0	13 16 0
Fourth year	14 8 0	14 5 0
Cutter, glazier, bevelling shop employee, sand blaster, stencil cutter (other than a trainee tradesman), glass blocker, scratch polisher	15 4 6	15 1 6
Cutter using jigs	14 14 6	14 11 6
Tradesman's Assistant, i.e., an adult employee other than a tradesman, or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	13 7 0	13 4 0
Rubber-out embosser	13 7 0	13 4 0
Cementer	13 7 0	13 4 0
Employee turning out lead from mill for leadlight glazier	13 7 0	13 4 0
Silk Screen maker	13 17 0	13 14 0
Silk Screen operator	12 19 0	12 16 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	12 15 0	12 12 0

WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES—continued.		
Section "B"—Safety Glass.		
Employee who is capable of and is engaged on cutting plate glass to all shapes and for all purposes for which plate glass is normally used in the trade ..	15 12 0	15 9 0
Other Cutters	15 4 6	15 1 6
Employee in charge of laminating room	14 7 0	14 4 0
Edge grinders (including allowance for wet work)	14 7 0	14 4 0
Autoclave attendant	13 17 0	13 14 0
Furnace operator—		
(a) First three months	13 17 0	13 14 0
(b) After three months' service	14 7 0	14 4 0
Furnace operator's assistant	13 17 0	13 14 0
Employees on cornering	13 17 0	13 14 0
Scratch polisher	13 7 0	13 4 0
Edge workers employed on automatic or semi-automatic machines	13 7 0	13 4 0
Edge sealer	13 7 0	13 4 0
Employee packing, unpacking, or issuing glass	13 7 0	13 4 0
Employee working automatic cutting machine	13 7 0	13 4 0
Employee breaking out after automatic cutting machine	13 7 0	13 4 0
PART II.—ADULT FEMALES.		
Safety Glass.		
Females engaged on scratch polishing machines	9 9 6	9 7 6
Females engaged on inspecting and testing	9 5 6	9 3 6
All other work	9 1 6	8 19 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed in clause 38 of the Determination published in *Government Gazette* No. 233 of the 12th April, 1954, shall receive a margin equal to 50 per centum of the male margin, but if the male margin was less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

1. 15s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 30s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 45s. per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. per hour to employees working in confined spaces;

Confined space means a compartment, space, or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (iii) 4d. per hour to employees working in any place where clothing or boots become saturated, whether by water, oil, or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots;
- (iv) 6d. per hour to employees handling loose slag wool, loose insul wool, or other loose material of a like nature used for providing insulation against heat, cold, or noise.
- (v) 4d. per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

SPECIAL RATES NOT CUMULATIVE.

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

RATES NOT SUBJECT TO PENALTY ADDITIONS.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but, if he or she is engaged for more than half of any one day, he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day, then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>		
<i>Five-year Term—</i>		
1st year's experience	£ 3 16 0	£ 3 15 0
2nd year's experience	5 2 0	5 0 6
3rd year's experience	6 8 0	6 6 6
4th year's experience	9 16 6	9 14 0
5th year's experience	12 3 0	12 0 0
<i>Four-year Term—</i>		
1st year's experience	4 0 6	3 19 6
2nd year's experience	6 8 0	6 6 6
3rd year's experience	9 16 6	9 14 0
4th year's experience	12 3 0	12 0 0
<i>Improvers (Males).</i>		
Under 16 years of age	2 17 0	2 16 0
16 and under 17	3 9 0	3 8 6
17 and under 18	4 13 6	4 12 6
18 and under 19	6 4 6	6 3 0
19 and under 20	9 16 6	9 14 0
20 and under 21	12 2 0	11 19 0
<i>Female Apprentices.</i>		
1st year's experience	4 1 6	4 0 6
2nd year's experience	5 17 0	5 15 6
3rd year's experience	7 16 6	7 14 6
4th year's experience	8 18 6	8 16 6
<i>Female Improvers.</i>		
16 years and under	2 18 6	2 18 0
17 years	4 1 6	4 0 6
18 years	5 17 0	5 15 6
19 years	7 16 6	7 14 6
20 years	8 18 6	8 16 6

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
 (ii) Female.—One female apprentice shall be allowed to each adult female worker.
 (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; provided that at least three adult male workers must be employed before a male improver can be employed.
 (ii) In the case of the safety glass section, one male improver shall be allowed to each three adult male workers or fraction thereof employed.
 (iii) Provided further that, in the case of the glass section in classification for which no apprentice is provided, one male improver shall be allowed to each four adult male workers or fraction thereof.
 (iv) One female improver shall be allowed to each six adult female workers or fraction thereof.
 (v) In the case of the safety glass section, three female improvers shall be allowed to each female receiving the adult female wage.
 (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
 (d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory.
 (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
 (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

Apprenticeship Trades.

7. (a) For the purpose of indentures, the following shall be apprenticed trades:—

Glass.—Bevelling, silvering, embossing, glazing (including lead and copper glazing), painting and designing, cutting, bending, blocking, scratch polishing, and sand blasting.

Provided that, in all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder, or router.

Term of Apprenticeship.

(b) (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years and, for those entering apprenticeship trades in their eighteenth and nineteenth years, shall be four years.

(ii) *Females.*—The term of apprenticeship for females shall be four years.

General Conditions of Apprenticeship.

(c) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include, and all future contracts of apprenticeship shall include, the following provision :—

If, through lack of orders or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon or, if no such agreement is arrived at, may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

Technical Training.

(d) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College, shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education, shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment :—*

(a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

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

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

(e) A casual employee shall mean an employee who is engaged and paid as such, and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully, the employee shall be entitled to be paid for two hours' work ;

(2) where an employee commences work he shall be entitled to be paid for four hours' work ;

(3) this sub-clause shall not apply to apprentices.

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

(1) For work performed on Mondays to Fridays, from 7 a.m. to 5.30 p.m. and, on Saturdays, from 7 a.m. to noon—ordinary time ;

(2) For work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent. ;

(3) For work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent. ;

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

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

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

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

11. (a) "An apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday, inclusive.

SHIFT WORK.

13. Shift work may be worked, and where such shift work is worked, the following conditions shall apply:—
 - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who, during a period of engagement, work only on night shifts, shall be paid at the rate of time and a quarter.
 - (e) When employees are called upon to work afternoon and night shifts only, they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.
 - (f) When employees work day and afternoon shifts only, they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.
 - (g) The ordinary hours of actual work or duty, exclusive of meal breaks off duty (if any), of employees working on shift shall not exceed—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
 - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work, all time worked—
 - (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of 8 hours per day;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
 - (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.
 - (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
 - (d) In computing overtime, each day's work shall stand alone.
 - (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
 - (f) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30-minute break.

MEAL MONEY.

16. (a) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after each crib time.
 Provided that where a day worker on a five days week is required to work overtime on a Saturday the first prescribed crib time shall if occurring between 10 a.m. and 1 p.m. be paid at ordinary rates.

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

(b) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s. and 3s. 4d. for each subsequent meal, but such payment shall not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop, spray paint operators, strippers of mirrors, and users of rouge and glacite shall be granted five minutes before lunch time and five minutes before knocking-off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

19. When any spell of duty in ordinary hours is for four hours or more, an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and, during such interval, employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice, as required by this Determination, any moneys due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

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

HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time, such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof, and, if any of such holidays fall within the period of annual leave and is observed on a day which would have been an ordinary working day, there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In the glass section for emergency replacements of glass;
- (ii) In all sections where employers are under contract to service ships in port;
- (iii) In retail shops for the purpose of servicing furniture;
- (iv) In any other section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave, and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee, including a piece-worker or a task worker, shall be credited by the employer with a sum equal to 4 hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time, shall be ascertained.
- (iii) If, on the pay day following the holiday, there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall, on that pay day, pay to the employee an amount equal to that wage equivalent, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If, on the pay day following the holiday, the amount standing to such credit is less than such wage equivalent, the employer shall, on that pay day, pay to the employee the amount then standing to such credit, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payment due under this paragraph will be made on the pay day preceding such holidays.

- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall, if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week, pay to him such amount, and if there be not sufficient for this purpose, then the employer shall pay to the employee such amount as is standing to his credit, and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated, the employee may, at his own request, be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
- (vi) On the pay day preceding the Christmas-New Year holidays, the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness, or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year, the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.
- (viii) If an employee lawfully leaves, or his employment is terminated by the employer through no fault of the employee, he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer, but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or workshop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution, 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil, 2 oz.; Iodine, tincture of, 2 oz.; Manual, First-aid, 1; Petrolatum, carbolized, 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water—1 pint; Pins, safety, 1 packet; sal volatile, 6 oz.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint, absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant, an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee, and shall be payable in addition to any amounts paid for annual leave, sick leave, and public holidays, provided that this allowance shall not be subject to any premiums or penalty.

AMENITIES.

26. (a) Each employer shall install in each factory, shop, or workroom or place wherein employees are working, a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

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

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining-room with adequate table and seating accommodation therein.

(f) An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his workshop.

(g) Suitable canvas or leather gloves shall be provided by employers for employees working in the glass section when necessary.

(h) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting and sand blasting. An employee, when performing such work, shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. The employees on sand blasting shall be supplied with 1 pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(i) While any work is being carried on in any confined or enclosed space in which fumes, gases, dust, or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work, the employer shall install a suction-exhaust apparatus through which, by means of a power-driven fan, air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction-exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory, or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly-accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIAL.

28. A duly-accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

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

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

(d) That no one representative visit a workshop more than once in each week.

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

SHOP STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers, the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative, and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer, a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.
 (b) The notice boards shall be in a prominent position.
 (c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store, or shop.

WORK TO BE DONE IN FACTORY, SHOP, OR PLACE.

33. (a) All work shall be done in a factory, shop, or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop, or place to any building or ship for the purpose of repairing, completing, fitting, or fixing any work covered by this Determination.
 (b) For the purposes of this Determination, "factory, shop, or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared, or manufactured.
 (c) No persons shall use, allow, or permit to be used as a sleeping place any part of a factory, shop, or place.

PIECEWORK.

34. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.
 (b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and, in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

35. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 34) by contracting, sub-contracting, sub-letting, or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 2 are based upon the following basic wage for adult males and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted as prescribed by clause 37.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne	11 17 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the basic wage and minimum wage for Melbourne		
Warrnambool—same as the basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts—same as the basic wage and minimum wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 8s. 8d. per week		
Elsewhere—3s. less than the basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

37. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.
 (b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 36.
 (c) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings but, should the decimal number reach '5 or more, the basic wage shall be taken to the next higher shilling.
 (d) The minimum rate of wage to be paid to adult females shall be 75 per cent, of the basic wage for adult males as provided in clause 36.
 (e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37 the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
<i>Section "A"—Glass.</i>	
Hand painter or designer on or for glass	4 5 0
Pencil hand-embosser	3 7 6
Employee who is capable of and is engaged on (a) silvering; (b) cutting plate glass for silvering; (c) cutting plate glass and structural glass to all shapes and for all purposes for which plate and structural glass is normally used in the trade; (d) brilliant cutting; (e) bevelling i.e., performing all functions in glass bevelling including maintaining of mills; (f) glass bending; (g) glazing, i.e., called upon to cut and glaze all types of glass including structural glass, in all manners customary to the trade; (h) sandblasting and/or stencil cutting and who performs the functions necessary for sand engraving to designs on glass	3 15 0
Trainee Tradesman—	
First year	1 14 0
Second year	1 18 0
Third year	2 2 0
Fourth year	2 11 0
Cutter, glazier, bevelling shop employee, sand blaster, stencil cutter (other than as defined under Classification 88), glass blocker, scratch polisher	3 7 6
Cutter using jigs	2 17 6
Tradesman's Assistant, i.e., an adult employee other than a tradesman or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	1 10 0
Rubber out embosser	1 10 0
Cementer	1 10 0
Employee turning out lead from mill for leadlight glazier	1 10 0
Silk screen maker	2 0 0
Silk screen operator	1 2 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	0 18 0
<i>Section "B"—Safety Glass.</i>	
Employee who is capable of and is engaged on cutting plate glass to all shapes and for all purposes for which plate glass is normally used in the trade	3 15 0
Other cutters	3 7 6
Employee in charge of laminating room	2 10 0
Edge grinders (including allowance for wet work)	2 10 0
Autoclave attendant	2 0 0
Furnace operator—	
(a) First three months	2 0 0
(b) After three months' service	2 10 0
Furnace operator's assistant	2 0 0
Employees on cornering	2 0 0
Scratch polisher	1 10 0
Edge workers employed on automatic or semi-automatic machines	1 10 0
Edge sealer	1 10 0
Employee packing, unpacking, or issuing glass	1 10 0
Employee working automatic cutting machine	1 10 0
Employee breaking out after automatic cutting machine	1 10 0

Classification.	Margin.
PART II.—ADULT FEMALES.	
<i>Females.</i>	
Females engaged on scratch polishing machines	£ s. d. 0 12 0
Females engaged on inspecting and testing	0 8 0
All other work	0 4 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and, in addition thereto, the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

Classification.	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
<i>Five-year Term—</i>		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
<i>Four-year Term—</i>		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 29th June, 1955.



VICTORIA
GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE MUSICAL INSTRUMENTS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which has the power to determine the lowest prices or rates which may be paid to any person (other than persons subject to the jurisdiction of any Board heretofore appointed) employed—

- (a) in manufacturing or tuning any musical instrument of which wood forms a part;
(b) in making or repairing brass or reed musical instruments or parts thereof—

has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mldura and Gippsland Districts.	Elsewhere in Victoria.
PART I.—ADULT MALES.		
SECTION "A"—WOOD MACHINISTS AND GENERAL.		
<i>Machinist—"A" Grade.</i>		
1. Boults carver	£ s. d. 15 12 0	£ s. d. 15 9 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	15 12 0	15 9 0
3. Moulder—who grinds cutters sets up and operates	15 12 0	15 9 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	15 12 0	15 9 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	15 12 0	15 9 0
6. Lindeman or similar jointer	15 12 0	15 9 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer	13 17 0	13 14 0
8. Circular sawyer—who sets up and operates	13 17 0	13 14 0
9. Dovetailer—who sets up and operates	13 17 0	13 14 0
10. Buzzer—who sets up and operates	13 17 0	13 14 0
11. Planer—who sets up and operates	13 17 0	13 14 0
12. Thicknesser—who sets up and operates	13 17 0	13 14 0
13. Glue jointer—who sets up and operates	13 17 0	13 14 0
14. Tenoner—who sets up and operates	13 17 0	13 14 0
15. Turner—copying or automatic lathe—who sets up and operates	13 17 0	13 14 0
16. Morticer—who sets up and operates	13 17 0	13 14 0
17. Sander—tripledrum—who sets up and operates	13 17 0	13 14 0
18. Belt sander on veneers	13 17 0	13 14 0
19. Multiple borer—three or more bits—who sets up and operates	13 17 0	13 14 0
20. Moulder—who sets up and operates	14 2 0	13 19 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
PART I.—ADULT MALES—continued.		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others	13 7 0	13 4 0
22. Borer—less than three bits	13 7 0	13 4 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences	13 7 0	13 4 0
<i>General.</i>		
24. Timber bender	13 7 0	13 4 0
25. Timber stacker	12 12 0	12 9 0
26. Yardman	12 12 0	12 9 0
27. Tailor out	12 12 0	12 9 0
28. Employees not elsewhere classified	12 0 0	11 17 0
SECTION "B"—POLISHING &C.		
29. Polisher	15 12 0	15 9 0
30. Spray hand—		
(a) engaged on finishing coats of any type	13 17 0	13 14 0
(b) engaged on priming and/or undercoating, and/or sealing	13 7 0	13 4 0
31. Employee cutting or papering down and/or filling and/or staining	13 7 0	13 4 0
SECTION "C"—PIANOS.		
32. Action regulator	15 12 0	15 9 0
33. Tuner and/or action repairer	15 12 0	15 9 0
34. Player mechanic	15 12 0	15 9 0
35. Part maker	15 12 0	15 9 0
36. Side gluer	15 12 0	15 9 0
37. Sound board maker	15 12 0	15 9 0
38. Fly finisher	15 12 0	15 9 0
39. Maker and/or repairer of musical instruments	15 12 0	15 9 0
40. Player action assembler	13 19 6	13 16 6
41. Piano action assembler	13 19 6	13 16 6
42. Iron frame driller	13 7 0	13 4 0
43. Iron frame finisher by hand or spray	13 7 0	13 4 0
44. Spring and brass wire spinner	13 7 0	13 4 0
45. Veneer presser	13 7 0	13 4 0
46. Veneer scraper	13 7 0	13 4 0
47. Gluer up	13 7 0	13 4 0
PART II.—ADULT FEMALES.		
Veneer matcher	9 17 6	9 15 6
Upholstress	9 17 6	9 15 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed in clause 40 of the Determination published in *Government Gazette* No. 236, of the 12th April, 1954, shall receive a margin equal to 50 per centum of the male margin, but, if the male margin was less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading hands.*—In addition to the margins prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Fifteen shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Thirty shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Forty-five shillings per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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

Special Rates Not Cumulative.

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

Rates Not Subject To Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Tool Allowance.

(e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
£ s. d.		
Five-year Term—		
1st year's experience	3 16 0	3 15 0
2nd year's experience	5 2 0	5 0 6
3rd year's experience	6 8 0	6 6 6
4th year's experience	9 16 6	9 14 0
5th year's experience	12 3 0	12 0 0
Four-year Term—		
1st year's experience	4 0 6	3 19 6
2nd year's experience	6 8 0	6 6 6
3rd year's experience	9 16 6	9 14 0
4th year's experience	12 3 0	12 0 0
<i>Male Improvers.</i>		
Under 16 years of age	2 17 0	2 16 0
16 and under 17	3 9 0	3 8 6
17 and under 18	4 13 6	4 12 6
18 and under 19	6 4 6	6 3 0
19 and under 20	9 16 6	9 14 0
20 and under 21	12 2 0	11 19 0
<i>Female Apprentices.</i>		
1st year's experience	4 1 6	4 0 6
2nd year's experience	5 17 0	5 15 6
3rd year's experience	7 16 6	7 14 6
4th year's experience	8 18 6	8 16 6
<i>Female Improvers.</i>		
16 years and under	2 18 6	2 18 0
17 years	4 1 6	4 0 6
18 years	5 17 0	5 15 6
19 years	7 16 6	7 14 6
20 years	8 18 6	8 16 6

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Females.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof: Provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
- (d) The terms "adult workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory: Provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.
- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

7. (a) *Apprenticeship Trades.*—For the purpose of indentures the following shall be apprenticed trades:—

Musical Instruments.—Cabinet making (including piano and player piano case making), side gluing, fly finishing, veneer scraping and part making.

Sound board making.

Making of other musical instrument.

Tuning.

Player mechanics.

Polishing.

Machining.—Instruction and practice in four of the following machines:—Boults carver, or shaper, moulding machine, hand saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

Provided that in all types of machining instruction and practice shall be given in one of the following machines, viz.:—shaper, moulder or router.

(b) In such portions of the State of Victoria as come within the purview of the State Apprenticeship Commission, male juniors employed as cabinet makers, wood carvers, and wood turners, shall only be employed as apprentices.

(c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) hereof at the time of the making of this award may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.

(d) *Term of Apprenticeship.*—

(i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.

(ii) *Females.*—The term of apprenticeship for females shall be four years.

(e) *General Conditions of Apprenticeship.*—

(i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision:—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.

(f) *Technical Training.*—

(i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform work such as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment.*—

(a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- (c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination for the employment.

Casual Employees.

- (e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
 - (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
 - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
 - (3) this sub-clause shall not apply to apprentices.
- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
 - (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
 - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
 - (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

- (iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.
- (b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—
 - (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
 - (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided, no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

- 11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

- 12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of eight hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

SHIFT WORK.

- 13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—
 - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.

- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only, they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed :—
- (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work all time worked—
- (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of eight hours per day;

shall be paid for at the rate of time and one half for the first two hours and double time thereafter: Provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

(b) All work done outside the times of beginning and ending work on any holiday specified in clauses 23 and 24 of this Determination shall be paid for at the rate of double ordinary time.

(c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

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

(e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.

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

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30 minutes' break.

MEAL MONEY.

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

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

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

(b) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s. and 3s. 4d. for each subsequent meal, but such payment shall not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

MATERIALS TO BE PROVIDED.

17. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

WASHING TIME FOR POLISHERS.

18. Employees engaged in the polishing shop, and spray paint operators, shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

19. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) The aforementioned conditions shall not apply to piano tuners who are members of the staff of a retail selling organization as distinct from a factory.

(f) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided than any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

20. When any spell of duty in ordinary hours is for four hours or more an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

21. (a) All chairs provided for employees shall be reasonably comfortable.
- (b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.
- (b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.
- (c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.
- (d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.
- (e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.
- (f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

23. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

24. (a) Any time work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.
- (b) All work done on Sundays shall be paid for at the rate of double time.

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

25. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 23 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In all Sections where employers are under contract to service ships in port;
 - (ii) In Retail Shops for the purpose of servicing musical instruments;
 - (iii) In any other section where the said representatives of the parties consider special provision necessary.
- (b) Loaded rate shall provide credits from which payment for holidays, annual leave and sick pay shall be made under the following conditions:—
- (i) Each weekly wage employee including a piece worker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
 - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
 - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
 - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
 - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
 - (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
 - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
 - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

INSURANCE OF TOOLS.

26. Employers shall insure the tools of trade of each employee in the furniture section against loss by fire up to a maximum of £20.

FIRST-AID OUTFIT AND ATTENDANT.

27. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil, 2 ozs.; Iodine, tincture of, 2 ozs.; Manual, First-Aid, 1; Petrolatum, carbolized, 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins, safety, 1 packet; sal volatile, 6 ozs.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; Gauze, sterilized plain, cotton absorbent; Lint absorbent; Plaster, adhesive, an adequate assortment.

(b) In factories, shops, work-shops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays, provided that this allowance shall not be subject to any premiums or penalty additions.

AMENITIES.

28. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

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

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations in which—

(i) Fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) Furniture polishing is done where the atmosphere becomes vitiated, the employer shall install a suction exhaust apparatus through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

29. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIAL.

30. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

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

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

(d) That no one representative visit a workshop more than once a week.

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

SHOP STEWARDS.

31. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

32. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

33. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society if Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

WORK TO BE DONE IN FACTORY, SHOP OR PLACE.

35. (a) All work shall be done in a factory, shop or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop or place to any building or ship for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared or manufactured.

(c) No persons shall use, allow or permit to be used as a sleeping place, any part of a factory, shop or place.

PIECEWORK.

36. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

37. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 36) by contracting, sub-contracting, sub-letting or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

38. The wages rates set out in clause 2 are based upon the following basic wage for adult males, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted as prescribed by clause 39.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the Basic Wage shall be as prescribed in clause 38.

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

(d) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 38.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

40. In addition to the basic wage prescribed in clause 38 and the minimum wage for females prescribed in clause 39, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
SECTION "A"—WOOD MACHINISTS AND GENERAL.	
<i>Machinist—"A" Grade.</i>	
	£ s. d.
1. Boults carver	3 15 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	3 15 0
3. Moulder—who grinds cutters, sets up and operates	3 15 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	3 15 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	3 15 0
6. Lindeman or similar jointer	3 15 0

Classification.	Margin.
PART I.—ADULT MALES—continued.	
<i>Machinist—" B " Grade.</i>	
7. Band and/or jig sawyer	2 0 0
8. Circular sawyer—who sets up and operates	2 0 0
9. Dovetailer—who sets up and operates	2 0 0
10. Buzzer—who sets up and operates	2 0 0
11. Planer—who sets up and operates	2 0 0
12. Thicknesser—who sets up and operates	2 0 0
13. Glue Jointer—who sets up and operates	2 0 0
14. Tenoner—who sets up and operates	2 0 0
15. Turner—copying or automatic lathe—who sets up and operates	2 0 0
16. Morticer—who sets up and operates	2 0 0
17. Sander—tripledrum—who sets up and operates	2 0 0
18. Belt sander on veneers	2 0 0
19. Multiple Borer—three or more bits—who sets up and operates	2 0 0
20. Moulder—who sets up and operates	2 5 0
<i>Machinist—" C " Grade.</i>	
21. Sander—others	1 10 0
22. Borer—less than three bits	1 10 0
23. All others—including employees of any of the abovenamed machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences	1 10 0
<i>General.</i>	
24. Timber bender	1 10 0
25. Timber stacker	0 15 0
26. Yardman	0 15 0
27. Tailer out	0 15 0
28. Employees not elsewhere classified	0 3 0
SECTION " B "—POLISHING, &C.	
29. Polisher	3 15 0
30. Spray hand— (a) engaged on finishing coats of any type	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing	1 10 0
31. Employee cutting or papering down and/or filling and/or staining	1 10 0
SECTION " C "—PIANOS.	
32. Action regulator	3 15 0
33. Tuner and/or action repairer	3 15 0
34. Player mechanic	3 15 0
35. Part maker	3 15 0
36. Side gluer	3 15 0
37. Sound board maker	3 15 0
38. Fly finisher	3 15 0
39. Maker and/or repairer of musical instruments	3 15 0
40. Player action assembler	2 2 6
41. Piano action assembler	2 2 6
42. Iron frame driller	1 10 0
43. Iron frame finisher by hand or spray	1 10 0
44. Spring and brass wire spinner	1 10 0
45. Veneer presser	1 10 0
46. Veneer scraper	1 10 0
47. Gluer up	1 10 0
PART II.—ADULT FEMALES.	
Veneer matcher	1 0 0
Upholstress	1 0 0

41. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and in addition thereto the loading specified calculated to the nearest sixpence, threepence or less than threepence to be disregarded.

—	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
<i>s. d.</i>		
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..

	Percentage of Basic Wage.	War Loading.
<i>Male Improvers.</i>		
		<i>s. d.</i>
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 29th June, 1955.



TIMES OF BEGINNING AND ENDING WORK.

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

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

DELIVERY OF BREAD.

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

OVERTIME.

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

ALLOWANCE.

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

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

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

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

SPECIAL RATE FOR SATURDAYS.

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

MEAL TIME.

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

TIME RATE.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary rate with an addition of 33 per centum.

For the time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

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

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

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

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

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

TERMINATION OF EMPLOYMENT.

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

ANNUAL HOLIDAY.

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

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

UNION REPRESENTATIVE.

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

DEFINITION.

15. The expression "Mildura District," wherever occurring herein, shall be deemed to mean—
- (a) the City of Mildura, and
 - (b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

PART 2.

This Part applies to :—

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

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

1.

* Improvers.		Other Employees.	
		Wages per Week of 40 Hours.	
		s. d.	
Under 16 years of age	140 3		
16 years of age	171 0		
17 years of age	200 6	Stable Workers	282 6
18 years of age	228 0	All Others	299 6
19 years of age	259 6		
20 years of age	275 0		

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

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

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—
- | | |
|--------------------|---|
| Time of Beginning. | Time of Ending. |
| 5 a.m. | 6 p.m. on ordinary days. |
| 5 a.m. | 7 p.m. on days during which bread for more than one day's consumption is delivered. |

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of :—
- (a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
 - (b) (excepting in the case of the township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings), the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) and the borough of Echuca, every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.
 - (c) In the case of the township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings, the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) and the borough of Echuca, every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.

OVERTIME.

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

ALLOWANCE.

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

SPECIAL RATES.

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

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

MEAL TIME.

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

TIME RATE.

8. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed for an ordinary week's work, at the ordinary rate with an addition of 33 per centum.

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

SICK LEAVE.

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

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

(ii) During any subsequent year of service—40 hours' ordinary pay.

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

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

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

TERMINATION OF EMPLOYMENT.

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

ANNUAL HOLIDAY.

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

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

UNION REPRESENTATIVE.

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

PART 3.

This Part applies to the cities of Ararat, Horsham, Shepparton and Sale; the towns of Castlemaine, Portland, St. Arnaud and Terang; the townships of Belgrave, Chewton, Cobden, Cockatoo, Derrinallum, Emerald, Gembrook, Harcourt, Kallista, Lake Bolac, Lismore, Lower Ferntree Gully, Maldon, Monbulk, Mooroopna, Mortlake, Newstead, Noorat, Olanda, Rochester, Shepparton East, Timboon, Upper Ferntree Gully, Upway, and Yapeen; the boroughs of Benalla, Clunes, Daylesford, Inglewood, Koroit, Maryborough, Port Fairy, Queenscliff, Stawell, Swan Hill and Wangaratta.

1.

* Improvers.		Other Employees.	
		Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
		<i>s. d.</i>	
Under 16 years of age		122 3	
16 years of age		150 0	
17 years of age		184 6	
18 years of age		212 9	
19 years of age		243 9	
20 years of age		261 3	
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers	<i>s. d.</i> 267 0
* The Board has determined that no apprentice shall be taken to this Section.		All others	282 0

TIMES OF BEGINNING AND ENDING WORK.

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

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

BREAD CARTERS' HOLIDAY.

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

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

OVERTIME.

- 4. (a) For stable workers—

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

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

ALLOWANCE.

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

SPECIAL RATES.

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

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

MEAL TIME.

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

SICK LEAVE.

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

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

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

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

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

TERMINATION OF EMPLOYMENT.

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

ANNUAL HOLIDAY.

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

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

UNION REPRESENTATIVE.

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

PART 4.

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

1.

* Improvers.				Other Employees.		
				Wages per Week of 40 Hours.		
				s. d.	Wages per Week of 40 Hours.	
Under 16 years of age	..	..	..	122	3	
16 years of age	..	..	..	150	0	
17 years of age	..	..	..	184	6	
18 years of age	..	..	..	212	9	
19 years of age	..	..	..	243	9	
20 years of age	..	..	..	261	3	
Proportion.—Wherever this section applies :—						s. d.
One Improver to every four or fraction of four workers receiving not less than the minimum wage.				Stable workers	..	267 0
* The Board has determined that no apprentice shall be taken to this section.				All others	..	282 0

TIMES OF BEGINNING AND ENDING WORK.

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

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

OVERTIME.

3. (a) For stable workers—

In excess of 40 hours in any week Time and one third for the first 2 hours and thereafter time and a half.

(b) For any other person—

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

ALLOWANCE.

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

SPECIAL RATES.

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

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

MEAL TIME.

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

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

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

(ii) During any subsequent year of service—40 hours' ordinary pay.

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

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

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

TERMINATION OF EMPLOYMENT.

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

ANNUAL HOLIDAY.

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

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

WEEKLY HOLIDAY.

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

UNION REPRESENTATIVE.

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

PART 5.

All Persons to whom this Determination Applies.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates for adults set out in clause 1 of Parts 1, 2, 3, and 4 are based upon the following basic wage rates, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 2 of this Part. Provided that the wages of improvers, set out in clause 1 of Parts 1, 2, 3, and 4, shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Five Towns Victoria.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 1 of this Part.

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

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

J. V. WILLOX, Secretary.

Melbourne, 4th July 1955.

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VICTORIA GOVERNMENT GAZETTE.

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No. 648]

FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE PASTRYCOOKS BOARD

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

(b) Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a pastrycook," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS—MALE OR FEMALE.

2. *Wages Per Week of 40 Hours.*

Experience.	Commencing Age.					
	Under 17 Years.			17 Years and Over.		
	Percentage of Pastry-cook's Wage.	Total Weekly Rate.		Percentage of Pastry-cook's Wage.	Total Weekly Wage.	
		Male.	Female.		Male.	Female.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
First Year	30	92 6	69 6	40	123 6	93 0
Second Year	40	123 6	93 0	55	170 0	127 6
Third Year	55	170 0	127 6	70	216 6	162 6
Fourth Year	74	216 6	162 6	85	262 6	197 0
Fifth Year	85	262 6	197 0	..	..	..

Overtime—

For overtime rates for Apprentices and Improvers, see clause 7.

The percentages prescribed above are in the case of males related to the male pastrycook's wage, and in the case of females to the female pastrycook's wage.

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

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

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than the minimum wage prescribed for a pastrycook, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 40 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time.				Females Engaged Decorating Christmas and New Year Cakes.	
	Males.		Females.		Percentage of Female Pastrycook's Wage.	Weekly Wage
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.		
		s. d.		s. d.		s. d.
14 years of age	26	62 6	..	..	..	..
15 years of age	30	72 0	33	59 6	40	93 0
16 years of age	34	81 6	35	63 0	45	104 6
17 years of age	40	96 0	45	81 0	53	123 0
18 years of age	45	108 0	49	88 0	61	141 6
19 years of age	50	120 0	54	97 0	69	160 0
20 years of age	59	141 6	58	104 6	76	176 6

OTHER EMPLOYEES.

Wages Per Week of 40 Hours.

	Weekly Wage.
	s. d.
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	329 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or charge	319 0
Pastrycooks, ovenhands, ornamenters, ornamental workers, crumpet or muffin bakers { male	309 0
female	232 0
All other males	258 0
Females engaged in general work	190 0

Jobbers, i.e., pastrycooks engaged for not more than half the number of hours fixed for a week's work shall be paid an hourly rate ascertained by increasing the weekly rate prescribed for a pastrycook by 12½ per cent., and dividing the result by 40.

WEEKLY HOURS.

3. The number of hours to constitute a week's work shall be forty (40).

TERMS OF EMPLOYMENT.

4. Employees, other than jobbers, who work less than 40 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked; provided that employees (other than jobbers) shall be employed for a minimum of 4 hours on any one day (except a Sunday as provided for in clause 14).

GENERAL WORK.

5. That wherever occurring in this Determination, the expression "General Work" shall only include—

Bringing fuel to oven	Creaming and filling.
Bringing in raw material.	Emptying tins or trays.
Buttering tins.	Labelling tins or boxes.
Carrying goods to and from any part of the premises.	Packing wedding cakes, other cakes, or pastry.
Cleaning bakehouse yard or premises.	Papering hoops.
Cleaning fruit and cutting peel.	Turning hand machines.
Cleaning pans, tins, tools, or other utensils.	Washing of machines.
Cracking eggs.	Wrapping cakes.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning	Time of Ending.
6. (a) On Monday to Friday (inclusive)	6 a.m.	5 p.m.
On Saturday	6 a.m.	12 noon
(b) All time worked on those days outside the hours fixed for beginning and ending work or within the hours in excess of 9½ hours shall be subject to a penalty of 25 per cent.		
(c) All employees who commence work at or before 1 a.m. shall receive the penalty rate of 25 per cent. for all time worked until completion of shift.		

OVERTIME.

7. (a) All time worked in excess of 40 hours per week. Time and a half for the first six hours and double time thereafter.

(b) Employees (other than jobbers) whose services are not required on any holiday mentioned in clauses 12 and 13 shall not be required to make up time lost through such holiday, and employees required to work :—

(i) In excess of 33 hours in any week in which one holiday occurs or

(ii) In excess of 26 hours in any week in which two holidays occur :—

shall be paid for such excess at the rate of time and a half, with the provision that double time shall be paid for all work performed in such weeks in excess of 40 hours.

It is further provided that sub-clause (b) shall apply only to employees who are employed regularly on the day or days mentioned in clauses 12 and 13.

LIMITATION OF NIGHT WORK.

8. Subject to the provisions of clause 17 no employee shall be required to work at night for more than ten hours in a spread of eleven hours.

SHIFTS.

9. There shall be a ten (10) hour interval between shifts.

TERMINATION OF EMPLOYMENT.

10. Employees who have worked for four consecutive weeks or longer shall except in a case of misconduct by either employer or employee give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

11. That double time shall be the special rate for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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-mentioned holidays, the special rate shall only be payable for work done on the days so substituted.

PUBLIC HOLIDAYS.

12. All employees (except jobbers) shall be granted the following holidays without deduction of pay :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Acts of Parliament or Proclamation.

UNION PICNIC DAY.

13. All employees (except jobbers) employed within a radius of 40 miles from the G.P.O., Melbourne, the Cities of Geelong, Geelong West, Newtown and Chilwell, Ballarat, and Bendigo; and the Boroughs of Sebastopol and Eaglehawk shall be granted a holiday on Union Picnic Day (i.e., the second Monday in February in each year) without deduction of pay.

SUNDAY WORK.

14. No person shall be employed on Sunday before 12 midnight with the following exceptions :—

(a) Making fermented doughs, for which double time shall be paid;

(b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 20s. for this work.

TIME BOOK.

15. The correct times of beginning and ending work shall be recorded daily in a proper book or time card, or by mechanical means, to be furnished by the employer, such record shall be initialed by the employee at least once a week, and shall be open for inspection by the Secretary of the Victorian Branch of the Pastrycooks Union of Australia.

AUTHORIZED PERSON MAY ENTER FACTORY.

16. The Secretary of the Pastrycooks Union of Australia, Victorian Branch and a representative of the Victorian Master Pastrycooks' Association shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at a time convenient to the employer.

MEAL TIME.

17. A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

REST PERIODS.

18. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

FEMALES EMPLOYEES.

19. No female under 21 years shall be employed between the hours of 6 o'clock in the evening and 7 o'clock in the morning.

LAUNDERING ALLOWANCE.

20. Any employee required to wear overalls shall receive a laundering allowance of three shillings per week.

ANNUAL HOLIDAYS.

21. 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.

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

(i) During the first year— $3\frac{1}{2}$ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.



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FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANT'S 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 now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees and not including nurses subject to the Hospital Nurses Board) employed—

- (a) in or about a hospital, benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;
- (b) in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (c) in or about a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;
- (d) in or about any laboratory attached to a hospital;
- (e) in or about a babies' home or a medical, dental, or nursing clinic or service;
- (f) as a first-aid attendant in connexion with an industrial or commercial undertaking;
- (g) as an ambulance driver or attendant;
- (h) in an ambulance service as a deputy superintendent or a station officer;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

(This Part applies to all employees other than those employed by an Ambulance Service.)

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (a)	<i>Wages* (see Footnote).</i>								<i>£ s. d.</i>
First year	5 13 6
Second year	5 18 6

HOSPITAL AIDS IN TRAINING.

(b)	<i>Wages* (see Footnote).</i>								<i>£ s.</i>
During training	5 11 9
Juniors—									
First year of service after obtaining certificate	7 3 6
Second year of service after obtaining certificate	7 12 0
And thereafter the adult female rate.									

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 51s. per week less, and in the case of an adult female employee or an apprentice or improver, 42s. per week less than the rate fixed.

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).
Employed at Clerical Work.

	Males.		Females.	
	s.	d.	s.	d.
Under 16 years of age	124	3	114	6
16 years of age	130	9	120	6
17 " "	137	9	128	0
18 " "	160	6	134	9
19 " "	178	6	144	3
20 " "	200	6	155	3

All Other Classes of Work.

Males.		Females.			
s.	d.	s.	d.		
Under 16 years of age	134	3	First year's experience	135	0
16 years of age	140	9	Second year's experience	143	6
17 years of age	149	3	Third year's experience	152	0
18 years of age	159	0	And thereafter the adult female rate.		
19 years of age	168	6			
20 years of age	184	0			

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder:—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of a course with a school of Domestic Economy is eligible for binding as an apprentice, under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (d) hereof in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of sub-clauses (b) and (c) hereof shall be:—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be:—

	Per Week.* (See Footnote)	
	£	s. d.
First year	6	5 0
Second year	6	17 3
Third year	8	4 9
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACES).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 267s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 267s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three adult kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 200s. 6d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

4. (a) OTHER EMPLOYEES.

Males.		Females.	
WAGES.* (See footnote.)	Per Week. s. d.	WAGES.* (See footnote.)	Per Week. s. d.
Clerks	292 0	Clerks	219 0
Cook; where there is only one employed ..	297 0	Cook; where there is only one employed ..	222 9
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	297 0	One to three kitchen employees	222 9
Four to seven kitchen employees	304 0	Four to seven kitchen employees	228 0
Eight or more kitchen employees	314 0	Eight or more kitchen employees	235 6

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 51s. per week less, and in the case of an adult female employee or an apprentice or improver 42s. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote)—continued.	Per Week. s. d.	WAGES. *(See footnote)—continued	Per Week. s. d.
Cooks—Second	294 0	Second cooks	220 6
Other cooks	291 0	Other cooks	218 3
Person in charge of instrument room and/or sharpening and adjusting instruments ..	311 6	Housekeeper or Supervisor (however styled) ..	238 0
Assistant to person in charge of instrument room ..	280 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed ..	313 6	One to three persons	214 6
Deputy chief dresser, where five or more dressers are employed ..	309 0	Four or more persons	219 6
Dressers doing venereal diseases work ..	304 6	Second laundresses	207 6
Other dressers and/or steriliser room attendant ..	279 6	Laundresses where only one employed ..	207 6
Chief theatre attendant	307 6	Laundress employed on pressing machines or as iron hands ..	207 6
Foreman in charge of—		Other laundresses	206 3
One to nine employees	300 0	Sorters	207 6
Ten to nineteen employees	317 6	Washing machine hands	217 6
Twenty or more employees	337 6	Kitchen maid or Scullery maid	207 9
Assistant foreman	287 6	Storekeeper in charge of one or more store hands or where there is only one employed ..	220 9
Gardener in charge of one or more garden employees ..	287 6	Storekeeper's assistants	207 9
Gardeners	277 0	Stenographers and/or typistes	219 0
Gardener's Labourer	272 0	Telephonists	223 6
Incinerator attendants	277 0	Waitresses	200 6
Kitchenmen or scullerymen	277 0	Wardmaids	204 0
Laboratory assistants	283 0	X-ray technicians—	
Laundry Washing machine hands	280 0	1st year's experience as such	232 0
Laundrymen other	275 0	2nd year's experience as such	240 0
Mortuary-men employed solely on post-mortem work ..	312 6	Thereafter	247 6
Other mortuary-men	275 0	Laboratory assistants	217 6
And 10s. extra for each post-mortem.		Certificated hospital aids:—	
Motor ambulance drivers or assistants who are required and hold a St John's first aid certificate ..	297 0	In charge of a ward	219 6
Other motor ambulance drivers or assistants ..	292 0	All others	214 6
Motor driver of vehicles 30 cwt. to 3 tons ..	292 0	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Motor driver of vehicles over 3 tons	297 0	(i) In charge of a ward	217 0
Other motor driver	279 6	(ii) Other than in charge of a ward	207 9
Operating theatre attendants	287 6	First-aid attendant employed in connexion with an industrial or commercial undertaking ..	217 6
Casualty porters engaged on preparations and theatre work	280 0	Seamstresses who cut out and fit garments, in charge of—	
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulæ ..	280 0	One to three employees	221 6
Other dispensary porters	275 0	Four to seven employees	226 6
Relieving porters	274 6	Eight or more employees	232 6
X-ray porters	272 0	Other Seamstresses who cut out and fit garments ..	216 6
Night porters who in the course of their duties patrol the hospital	275 6	All other seamstresses	202 6
Other porters	272 0	All others	200 6
Recording attendants	286 0		
Splint makers	287 6		
Splint makers' assistants	275 0		
Storemen in charge of one or more storemen or where there is only one employed	294 6		
Other storemen	277 0		
Telephone attendants	275 0		
Cleaners handling sputum mugs	287 6		
Other cleaners	272 0		
X-ray attendants	280 0		
X-ray technicians—			
1st year's experience as such	305 0		
2nd year's experience as such	320 0		
Thereafter	330 0		
First-aid attendant employed in connexion with an industrial or commercial undertaking	287 6		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—			
(i) In charge of a ward	289 6		
(ii) Other than in charge of a ward	277 0		
All others	267 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 61s. per week less, and in the case of an adult female employee or an apprentice or improver 42s. per week less than the rate fixed.

(b) Additional payments for all employees in clause 4 (a) (except x-ray technicians):—

Males.

During the second year's service 5s. more than the prescribed rate.
 During the third year's service 7s. 6d. more than the prescribed rate.
 During the fourth year's service 10s. more than the prescribed rate.
 During the fifth year's service 12s. 6d. more than the prescribed rate.
 During the sixth year's service 15s. more than the prescribed rate.
 During the seventh year's service 17s. 6d. more than the prescribed rate.
 During the eighth year's service 20s. more than the prescribed rate.
 During the ninth year's service 22s. 6d. more than the prescribed rate.
 and thereafter 25s. more than the prescribed rate.

Females.

During the second year's service 2s. 6d. more than the prescribed rate.
 During the third year's service 5s. more than the prescribed rate.
 During the fourth year's service 7s. 6d. more than the prescribed rate.
 During the fifth year's service 10s. more than the prescribed rate.
 During the sixth year's service 12s. 6d. more than the prescribed rate.
 and thereafter 15s. more than the prescribed rate.

(c) Females in charge of other employees in any section or department (other than those classified as such in clause (a) hereof) shall be paid as follows:—

In charge of 1 to 3 employees—7s. per week above the "All others".
 In charge of 4 to 7 employees—12s. per week above the "All others".
 In charge of 8 or more employees—18s. per week above the "All others".

SPECIAL ALLOWANCE.

5. Female employees required to feed into or discharge from a laundry washing machine shall receive an allowance of 10s. per week, for each week or part thereof in addition to the rates prescribed.

MEAL INTERVAL.

6. A meal interval of not less than 30 minutes and not more than 60 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

HOURS FOR A WEEK'S WORK.

7. The number of hours for a week's work shall be 40, which shall be worked—

(i) in five days, or

(ii) in a fortnight of 80 hours in ten shifts of not more than 8 hours each.

(iii) With the exception of time occupied in having meals and one additional break if same is required by the institution, the work of each shift shall be continuous.

Provided that no employee shall be required to work more than six consecutive shifts without a day off duty.

For the purpose of this clause the working week shall commence at midnight on a Sunday.

OVERTIME.

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

(a) within a spread of 12 hours from the time of commencing work on any day in excess of the rostered hours for a day's work—time and a half.

(b) in excess of the number of hours fixed as a week's or a fortnight's work as the case may be—time and a half;

(c) outside a spread of 12 hours from the time of commencing work on any day—double time;

Overtime worked shall be paid for, and an employee shall not be allowed or required to take time off in lieu thereof.

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

SPECIAL RATES FOR SATURDAYS AND SUNDAYS.

9. (i) All rostered time of ordinary duty performed between midnight on Friday and midnight on Saturday shall be paid for at the rate of time and a quarter.

(ii) All rostered time of ordinary duty performed between midnight on Saturday and midnight on Sunday shall be paid for at the rate of time and a half.

(iii) If the Saturday or Sunday duty involves duty in excess of the prescribed rostered hours, the excess period shall be paid for at the rate of time and three-quarters for Saturday and double time for Sunday.

A FULL WEEK'S WAGES TO BE PAID.

10. Any employee (other than a casual worker) willing to work who works for less than the full working week, shall be entitled to the payment of a full week's wage.

CASUAL LABOUR.

11. A casual employee, i.e., a person who is employed for not more than 16 hours to be worked in not more than two days, shall be paid per hour an amount equal to $1\frac{1}{10}$ of the weekly rate prescribed by this Determination for the work performed divided by 40.

RISK RATE.

12. Persons (other than dressers doing venereal diseases work for whom provision is already made in clauses 3 or 4) shall in addition to the rates prescribed in clauses 3 or 4 be paid allowances as follows whilst:—

(a) Employed in infectious diseases wards or wards wherein less than 25 per cent. of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis	6d. per day.
(b) Employed in infectious diseases wards or wards wherein 25 per cent. or more of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis	.. .. .
(c) Handling or dressing patients suffering from venereal diseases, cancer, tuberculosis, typhoid or meningitis or patients qualified for admission to infectious diseases hospitals or wards	2½d. per hour
(d) Handling clothes, bedding or linen, rubbish bins or refuse not previously disinfected and used in connexion with any patient, hospital or ward referred to in sub-clauses (a), (b), and (c) of this clause	with a minimum of 6d. per day.
(e) Handling the bodies of deceased patients who at the time of their death were suffering from any infectious disease or any of the diseases referred to in sub-clause (a) of this clause	.. .. .
(f) Engaged in experiments of an infectious nature or handling microscopic slides of an infectious nature or slides used in connexion with any of the complaints referred to in sub-clause (a) of this clause	.. .. .

NAUSEOUS WORK.

13. All male employees not provided for in clause 12 who handle linen of a nauseous nature, other than linen bagged or packed in containers, shall be paid at the rate of 5s. per week in addition to the rates prescribed in clauses 3 or 4.

ANNUAL HOLIDAY.

14. 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.

LONG SERVICE LEAVE.

15. (a) Subject to the provisions set out in sub-clause (b) hereof all male employees, after the completion of twenty years' continuous service, and all female employees after the completion of fifteen years' continuous service;

(i) in or about a hospital, benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;

(ii) in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis;

(iii) in or about a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;

(iv) in or about any laboratory attached to a hospital;

shall be entitled to leave of absence as in the said sub-clause (b).

(b) (i) An employee who has been in the service of the same employer for the period specified in sub-clause (a) hereof shall be entitled to six months' leave of absence on full salary or wage.

(ii) Except by mutual agreement between the employer and the employee concerned the leave prescribed by sub-clause (b) (i) hereof shall not be taken until six months prior to the employee attaining 65 years in the case of males and 60 years in the case of females or on termination of employment if such termination takes place prior to the employee attaining the age hereinbefore referred to.

(iii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (b) (i) hereof, less the value of any leave granted under sub-clause (b) (ii) hereof, plus a *pro rata* amount for all service in excess of twenty years for males and fifteen years for females, provided that such resignation or retirement is not due to misconduct.

(iv) Upon the death from any cause of an employee, who, at the date of his death was eligible for the grant of long-service leave, the Board shall pay to the legal representative of the deceased employee the amount that the employee would have been entitled to receive had he retired immediately prior to the date of his death.

(c) For the purposes of this clause the following definitions shall apply:—

“Service” shall mean service calculated as from the date of entering the present employment with the hospital, benevolent home, convalescent home, sanatorium, home or laboratory (hereinafter called the employer) as an employee and shall include all periods during which an employee was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

“Salary or Wage” shall mean:—

- (i) the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken and shall be subject to any variations occurring in the basic wage during the period from the commencement of the leave until the resumption of work; or
- (ii) the employee's salary or wage immediately prior to the employee leaving the service or death of the employee (as the case may be).

“Board” shall mean the Board or Controlling Authority of the Hospital, Benevolent Asylum, Convalescent Home, Sanatorium, Home or Laboratory in which the employee is employed.

Words importing the masculine gender only shall include the feminine gender.

Word importing the singular number only shall include the plural number and vice versa.

PUBLIC HOLIDAYS.

16. Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, the first Tuesday in November, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays employees shall be entitled to the days so substituted.

Provided that employees rostered to work on public holidays and fail to do so shall not be entitled to holiday pay for the said holiday.

Provided further that if an employee works on any of such holidays or such holiday occurs on his or her rostered day off or during his or her period of annual leave he or she shall be given—

(a) within four weeks following the date on which such holiday occurred—

- (1) one extra day's pay, or
- (2) equal time off in lieu thereof, or

(b) one day shall be added to his or her annual leave, or

(c) in the case of an employee not qualifying for annual leave and sub-clause (a) (1) and (2) hereof has not been applied, one day's pay shall be added to the payment in lieu of annual leave.

SICK LEAVE.

17. (a) In the event of an employee becoming sick and unfit for duty and certified as such by a legally qualified medical practitioner approved by the employer and such sickness is not due to misconduct, he or she shall be entitled to sick leave on full pay as follows:—

- (i) During the first year of service—one working day for each month of service.
- (ii) During the second, third, and fourth years of service—fourteen working days in each year.
- (iii) Thereafter—twenty-one working days in each year.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service. An employee shall not be entitled to this benefit should he fail to notify the employer two hours before the time rostered to commence duty on the day of such absence: Provided that employees rostered for duty prior to 11 a.m. on the day of such absence shall not be required to give such notice before 9 a.m.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof 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 July, 1948, shall be disregarded, providing that any accumulated sick leave (not exceeding sixty three working days) 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.

(c) For the purposes of this clause a working day shall be one of 8 hours.

EMPLOYEES ENGAGED ON NIGHT DUTY.

18. (a) For any period of not less than three hours worked by any employee between the hours of 6 p.m. and 6 a.m. an amount of 2s. 6d. shall be paid in addition to the rates prescribed in clauses 2, 3 or 4 of this Determination.

(b) An employee required to be “on call” when off duty shall be paid an additional 2s. 6d. per night or per day as the case may be.

EARLY MORNING DUTY.

19. Employees (other than employees referred to in clause 18) who commence duty on any day between the hours of 5 a.m. and 6.30 a.m. shall be paid an amount of 1s. for each of such days in addition to the rates prescribed in clauses 2, 3 or 4 of this Determination.

TIME BOOK.

20. Every employer shall provide and cause to be kept a time book or other record in which each employee shall daily enter his or her starting and finishing times.

Such time book or other record shall be available for inspection to the General Secretary of The Hospital Employees' Federation of Australasia.

ROSTER.

21. A roster setting out employees' weekly and daily working hours, times of commencing duty, meal intervals, time off duty and time of ending duty shall be kept posted or affixed in some conspicuous part of the premises in which persons subject to this Determination are employed where it may be readily seen by such employees and the Secretary of the Hospital Employees' Federation of Australasia. At least three days' notice shall be given before any alteration is made to such roster.

DRESSING ROOMS, ETC.

22. Dressing rooms, rest rooms, bathrooms or shower rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

REST INTERVAL.

23. At a time suitable to the employer two rest intervals of ten minutes each shall be given to all employees during each day or rostered shift, and shall be counted as time worked.

UNIFORMS, ETC.

24. (i) Male employees (other than clerks, gardeners, laboratory assistants, recording attendants, splint makers, splint makers assistants, telephone attendants, X-ray attendants, or X-ray technicians) shall be supplied with uniforms or overalls free of cost to employees. Provided that employees classified as "all others" shall be supplied with uniforms or overalls free of cost to employees if and when they are performing tasks for which uniforms or overalls are deemed to be necessary as herein provided.

(ii) Female employees (other than clerks, stenographers, and typists, telephone attendants, X-ray technicians, laboratory assistants or seamstresses) shall be supplied with uniforms, overalls, caps or aprons, appropriate to the occupation, free of cost to employees.

(iii) Uniforms, overalls, caps or aprons shall remain the property of the employer, and be laundered by such employer free of cost to the employee.

(iv) Provided that where uniforms, overalls, caps or aprons were already issued prior to the 1st January, 1947, to employees who appear in the excepted list herein they shall continue to be entitled to same.

MEAL TO BE PROVIDED.

25. Any employee not notified the day before that he or she is required to work overtime shall be provided with a suitable meal.

PAYMENT OF WAGES.

26. Wages shall be paid not later than Wednesday following the end of the pay period.

Notwithstanding anything herein contained if a bank holiday occurs on a Monday, a Tuesday or a Wednesday, payment of wages may be made on the Thursday.

RUBBER GLOVES, ETC.

27. Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

TERMINATION OF EMPLOYMENT.

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

UNION INTERVIEWS.

29. During working hours employees of any establishment subject to this Determination may, with the consent of the person in charge of such establishment (which consent shall not be unreasonably withheld) be interviewed by the Secretary or Organizer of the Hospital Employees' Federation of Australasia, or have their Union contributions collected by the steward of the said organization.

DEFINITION.

30. For the purpose of this Determination "experience" referred to in clauses 3 and 4 means experience at such work in any hospital or institution subject to this Determination and "service" referred to in clause 4 (b) means continuous service (excluding any service whilst employed under Clauses 2 or 3) in the one hospital or institution where employed.

PART II.

(This Part applies to all persons employed by an Ambulance Service.)

1.

WAGES.

	Per Week.
	£ s. d.
Deputy Superintendent—	
1st year's experience as such	16 17 0
2nd year's experience as such	17 2 0
Thereafter	17 7 0
Station Officer—	
1st year's experience as such	15 17 0
2nd year's experience as such	16 2 0
Thereafter	16 7 0
Ambulance driver qualified in first-aid—	
1st year's experience as such	14 17 0
2nd year's experience as such	15 2 0
Thereafter	15 7 0
Ambulance driver not qualified in first-aid	14 12 0

HOURS.

2. (i) *Ordinary hours.*—The ordinary hours of work for all employees who are employed—

(a) at the Ambulance Headquarters' Stations at Ballarat, Bendigo, Geelong, Mildura, Shepparton, Morwell, Wangaratta, Warrambool, Hamilton and Horsham shall be 40 a week, which shall be worked—

(1) in five days, or

(2) in a fortnight of 80 hours in ten shifts of not more than eight hours each.

(b) at any other Ambulance Station, shall be 44 a week, which shall be worked in six days.

Provided that no employee shall be required to work more than six consecutive shifts without a day off duty. For the purpose of this clause, the working week shall commence at midnight on a Sunday.

(ii) *Rosters.*—Such hours shall be worked according to rosters which shall be exhibited in each Station at least one week before the commencing date of the roster and shall show the periods of duty for a period of fourteen days. In emergency or in a case of the sickness of any employee or where time off is given pursuant to sub-clause (iii) of this clause the duty periods prescribed by the roster may be altered.

Saturday and Sunday duty shall be equitably distributed amongst transport staff.

(iii) *Employees on Call and Standing By.*

(a) Time on call means time during which, in accordance with the on-call roster, an employee who is rostered off duty is required to hold himself in readiness to answer a call

Stand-by time means time during which an employee who does not reside on the station premises is required to remain on those premises during periods when he is not rostered for duty.

(b) Time on call shall not be counted as time worked unless an employee is called out for duty, in which case, subject to the provisions of this sub-clause as to time off in lieu of payment, an employee shall be paid at appropriate rates (ordinary or overtime) for the actual period or periods of duty with a minimum payment of one hour for the time so worked in any day during which the employee is on call. In lieu of payment for time actually worked when called out, equivalent time off may be given in a current cycle of fourteen days. Where practicable, if an employee has been called out for duty at night during his normal sleeping hours and he is rostered for day duty on the next day, such time off shall be given at a time mutually arranged during that period of day duty. In other cases the employee shall be given at least two days' notice of when the time off is to be allowed.

Employees shall be free from "on call" duty every second week-end and for at least six days in every period of fourteen consecutive days.

- (c) Stand-by time shall be counted as time worked except in one-man branch stations.
- (d) As compensation for time on call, an employee who, during a period of his employment is required to be on call pursuant to paragraph (b) of this sub-clause, shall be paid for each and every week of such period of employment an additional sum of ten shillings. This paragraph shall not apply to employees in one-man branch stations.
- (e) One-man Branch Stations :—As compensation for time on call employees shall be given accommodation, rent free, and shall be supplied, without charge, with fuel and light. They shall be given relief from duty for one day in each seven days and shall be paid the rate prescribed by this Determination for station officers. Days of relief from duty may be accumulated by mutual arrangement between the employee and the superintendent-secretary up to a maximum of eight days. Nothing in this paragraph shall be deemed to prohibit an employee in a one-man branch station from temporarily leaving the station at times when he is rostered on duty after having made arrangements satisfactory to the superintendent-secretary, or in his absence his deputy, for a proper carrying on by him of the service during his temporary absence.

CASUAL LABOUR.

3. A casual employee, i.e., a person who is employed for not more than sixteen hours to be worked in not more than two days, shall be paid per hour an amount equal to $1\frac{1}{16}$ th of the weekly rate prescribed by this Determination for the work performed divided by 40.

OVERTIME.

4. Subject to sub-clause (iii) of clause 2 hereof all time worked in excess of the number of hours fixed for a week's or a fortnight's work as the case may be shall be paid for at the rate of time and a half unless time off in lieu of payment for time actually worked is given in a current cycle of fourteen days.

An employer may require any employee to work reasonable overtime at overtime rates.

SPECIAL RATES FOR SATURDAY AND SUNDAY.

5. All rostered time of ordinary duty worked between midnight on Friday and midnight on Saturday shall be paid for at time and a quarter.

All rostered time of ordinary duty worked between midnight on Saturday and midnight on Sunday shall be paid for at time and a half.

If all time worked on Saturday or Sunday is in excess of the prescribed rostered hours of duty and/or stand by, the excess period shall be paid for at the rate of time and three quarters for Saturday and double time for Sunday.

ANNUAL HOLIDAY.

6. 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.

LONG SERVICE LEAVE.

7. (a) Subject to the provisions set out in sub-clause (b) hereof, all full-time employees after the completion of twenty years' continuous service as a deputy superintendent, station officer or ambulance driver with the same employer, shall be entitled to six months' leave of absence on full salary or wage.

(b) (i) Except by mutual agreement between the employer and the employee concerned the leave prescribed by sub-clause (a) hereof shall not be taken until six months prior to the employee attaining 65 years or on termination of employment if such termination takes place prior to the employee attaining the age hereinbefore referred to.

(ii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (a) hereof, less the value of any leave granted under sub-clause (b) (i) hereof, plus a *pro rata* amount for all service in excess of twenty years provided that such resignation or retirement is not due to misconduct.

(iii) Upon the death from any cause of an employee who, at the date of his death, was eligible for the grant of long-service leave, the Committee shall pay the legal representative of the deceased employee the amount that the employee would have been entitled to receive had he retired immediately prior to the date of his death.

(c) For the purpose of this clause, the following definitions shall apply :—

"Service" shall mean service calculated as from the date of entering employment with the Ambulance Service as an employee and shall include all periods during which an employee was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary" or "Wage" shall mean—

(i) the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken and shall be subject to any variations occurring in the basic wage during the period from the commencement of the leave until the resumption of work; or

(ii) the employee's salary or wage immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Committee" shall mean the Committee or controlling authority of the Ambulance Service in which the employee is employed.

PUBLIC HOLIDAYS.

8. Employees shall be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, the first Tuesday in November, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays employees shall be entitled to the days so substituted.

Provided that employees rostered to work on public holidays and fail to do so shall not be entitled to holiday pay for the said holiday.

Provided further that if an employee works on any of such holidays or such holiday occurs on his or her rostered day off or during his or her period of annual leave he or she shall be given—

(a) within four weeks following the date on which such holiday occurred—

- (1) one extra day's pay, or
- (2) equal time off in lieu thereof, or

(b) one day shall be added to his or her annual leave, or

(c) in the case of an employee not qualifying for annual leave and sub-clause (a) (1) and (2) hereof has not been applied, one day's pay shall be added to the payment in lieu of annual leave.

SICK LEAVE.

9. (a) In the event of an employee becoming sick and unfit for duty and certified as such by a Medical Practitioner approved by the Service, he shall be entitled to sick leave on full pay as follows :—

- (i) during the first year of service—one working day for each month of service;
- (ii) during the second, third and fourth years of service—14 working days in each year;
- (iii) thereafter—21 working days in each year.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service. An employee shall not be entitled to this benefit should he fail to notify the employer two hours before the time rostered to commence duty on the day of such absence. Provided that employees rostered for duty prior to 11 a.m. on the day of such absence shall not be required to give notice before 9 a.m.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof 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 May, 1952, shall be disregarded.

(c) For the purposes of this clause a working day shall be one of eight hours.

MEAL INTERVAL.

10. A meal interval of not less than 30 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

DRESSING ROOM ETC.

11. Dressing room, luncheon room and conveniences shall be provided for all employees.

UNIFORMS.

12. Uniforms (one cap, one tunic, two pairs of trousers, three shirts, one tie, one pair of overalls), shall be supplied free of cost to all employees and shall remain the property of the employer. One raincoat and where reasonably necessary one dust-coat shall be supplied to each employee and shall remain the property of the employer and shall be returned to the employer if called upon. Replacement of items of uniform supplied shall be made as and when reasonably necessary as determined by the Committee.

RUBBER GLOVES, ETC.

13. Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

RELIEVING OTHER MEMBERS OF STAFF.

14. Where an employee is called upon to relieve a station officer in charge of a branch station on annual or sick leave and by so doing is required to live away from home, he shall be paid a living away from home allowance at the rate of forty-two shillings per week. This provision shall not apply in the case where the relieving officer is allowed to take over the premises attached to the branch station for holiday purposes for his family.

TRAVELLING TIME AND EXPENSES.

15. Where an employee is directed to report for duty to a branch or headquarters station, other than that to which he is posted, he shall travel to and from such station in the employer's time, and his fares and incidental expenses shall be paid by the employer.

TRAVELLING ON DUTY.

16. Where an employee is travelling on duty which involves more than ten hours' travelling, he shall be paid all travelling expenses actually incurred, including meals and sleeping accommodation where necessary.

TERMINATION OF EMPLOYMENT.

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

UNION INTERVIEWS.

18. During working hours employees of any establishment subject to this Determination may, with the consent of the person in charge of such establishment (which consent shall not be unreasonably withheld) be interviewed by the Secretary or Organizer of the Hospital Employees' Federation of Australasia, or have their Union contributions collected by the steward of the said organization.

PART III.

(This Part applies to all employees.)

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 2, 3, and 4 of Part I and clause 1 of Part II., are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board has determined that such rates shall be automatically adjusted as prescribed by clause 2. Provided that for every increase of 1s. per week in the basic wage for adult males, the wages of adult females shall be increased or decreased by 9d. per week and male and female junior employees shall be increased or decreased by 6d. per week. Provided also that for every increase or decrease of 1s. in the basic wage for males the weekly deductions for board and lodging shall be increased or decreased by 4d. for adult males and 3d. for adult females and all juniors.

Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	Per week. £ s. d.	
Throughout the State	12 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1955, the amount of the basic wage shall be as prescribed in clause 1.

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

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

J. V. WILLOX, Secretary.

Melbourne, 19th July, 1955.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
5th day of August, 1955.

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

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in Government Gazette No. 148 of the 1st April, 1955, shall be replaced by the following clauses:—

2.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within 30 Miles and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
<i>(a) Assembly, Fitting, and Process Working.</i>		
Assembler	13 5 0	13 2 0
Assembler after two years' experience	13 15 0	13 12 0
Carpenter on agricultural implement making (including tool allowance)	14 17 6	14 14 6
Dismantler	13 3 0	13 0 0
Implement and/or comb fitter	14 5 0	14 2 0
Implement and/or comb fitter after two years' experience	14 10 0	14 7 0
Pattern fitter and finisher	14 10 0	14 7 0
Plate pattern fitter and finisher	15 15 0	15 12 0
Plate pattern fitter and finisher (doing own machining)	15 15 0	15 12 0
Plough fitter	14 0 0	13 17 0
Process worker	13 2 0	12 19 0
Wheel rimmer	14 5 0	14 2 0
Windmill erector	14 5 0	14 2 0
Windmill maker other than fitter	14 2 6	13 19 6
<i>(b) Blacksmithing, &c.</i>		
Blacksmith's striker	13 3 0	13 0 0
Blacksmith's striker on double fires	13 7 6	13 4 6
Bulldozer operator	13 17 6	13 14 6
Hammer driver	13 7 6	13 4 6
Heater	13 3 0	13 0 0
Implement smith of five years' experience able to do all classes of implement work	14 17 6	14 14 6
Other smith (including iron bender)	14 10 0	14 7 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrambool; and within Murrumbidgee and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
<i>(c) Dressing, Grinding, and Pickling.</i>		
Chipper	13 3 0	13 0 0
Dresser and fettler	13 7 6	13 4 6
Emery-wheel attendant	13 7 6	13 4 6
Grinder	13 7 6	13 4 6
Grinder using portable machine	13 12 6	13 9 6
Pickler	13 0 0	12 17 0
Shot and sand blast dresser	13 12 6	13 9 6
<i>(d) Furnacemen.</i>		
Cupola	14 5 0	14 2 0
Electric	14 2 6	13 19 6
All other furnaces (not including small rivet or bolt heating)	13 17 6	13 14 6
Small rivet or bolt heating	13 7 6	13 4 6
Assistant	13 3 0	13 0 0
<i>(e) Foundry.</i>		
Jobbing moulder and/or coremaker	15 15 0	15 12 0
Loose pattern moulder	14 17 6	14 14 6
Plate and machine moulder and/or coremaker	13 17 6	13 14 6
Cupola furnaceman	14 5 0	14 2 0
Electric furnaceman	14 2 6	13 19 6
All other furnacemen	13 17 6	13 14 6
Assistant furnaceman	13 8 0	13 5 0
Dressers and fettlers	13 10 0	13 7 0
Grinders	13 10 0	13 7 0
Grinders using portable machine	13 12 6	13 9 6
Shot and sand blast dressers	13 12 6	13 9 6
<i>(f) Inspection, &c.</i>		
Checker	13 7 6	13 4 6
Inspector	13 7 6	13 4 6
<i>(g) Machinists.</i>		
1st class	15 15 0	15 12 0
2nd class	14 10 0	14 7 0
3rd class	13 15 0	13 12 0
Driller	13 7 6	13 4 6
Process worker	13 2 0	12 19 0
<i>(h) Painting, &c.</i>		
Dipper	13 0 0	12 17 0
Painter (brush hand)	13 3 0	13 0 0
Paint mixer	13 0 0	12 17 0
Spray painter	13 5 0	13 2 0
Writer and liner	14 5 0	14 2 0
<i>(i) Sheet Metal.</i>		
Sheet Metal Workers—1st class	15 15 0	15 12 0
Sheet Metal Workers—2nd class	14 10 0	14 7 0
<i>(j) Stores.</i>		
Attendant at casting stores	13 0 0	12 17 0
Storeman and/or pucker	13 3 0	13 0 0
<i>(k) Welders.</i>		
1st class	16 2 6	15 19 6
2nd class	13 15 0	13 12 0
3rd class	13 5 0	13 2 0
Tack welder	13 10 0	13 7 0
<i>(l) Wire Workers.</i>		
Wire drawer	13 3 0	13 0 0
Wire weaver	13 3 0	13 0 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	15 15 0	15 12 0
Shift electrician	15 15 0	15 12 0
Tradesman, electrical fitter	15 15 0	15 12 0
Tradesman's and electrical mechanic's assistant	13 3 0	13 0 0
DIVISION III.—ENGINEERING.		
Electrical fitter	15 15 0	15 12 0
Machinist—1st class	15 15 0	15 12 0
Machinist—2nd class	14 10 0	14 7 0
Machinist—3rd class	13 15 0	13 12 0
Motor mechanic	15 15 0	15 12 0
Patternmaker	16 17 6	16 14 6
Toolmaker	16 10 0	16 7 0
Tradesman	15 15 0	15 12 0
Tradesman, the greater part of whose time is occupied in marking off	16 2 6	15 19 6
Tradesman, wet stone grinder and glazier	15 15 0	15 12 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION IV.—ENGINEERING SMITHING.		
	£ s. d.	£ s. d.
Coppersmith	15 17 6	15 14 6
Forger and/or faggoter	17 5 0	17 2 0
Forgeman's assistant	13 7 6	13 4 6
Other smith	15 17 6	15 14 6
Toolsmith	16 2 6	15 19 6
DIVISION V.—WOOD MILL.		
Band sawyer	13 9 0	13 6 0
Bending machinist	13 6 0	13 3 0
Boring and drilling machinist	13 2 0	12 19 0
Buzzer machinist (only operating or feeding machines)	12 18 0	12 15 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	13 12 0	13 9 0
Casemaker	13 8 0	13 5 0
Casemaking sawyer	12 19 0	12 16 0
Circular sawyer	13 9 0	13 6 0
Crosscut sawyer	13 2 0	12 19 0
Morticing machinist	13 2 0	12 19 0
Moulding machinist (where the machinists set up their machines only)	13 10 0	13 7 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 19 0	13 16 0
Pulling out machinist	13 1 0	12 18 0
Sanding machinist	13 6 0	13 3 0
Saw doctor	14 18 0	14 15 0
Shaper machinist	14 4 6	14 1 6
Stacker	13 1 0	12 18 0
Tenoning machinist (only operating or feeding machines)	13 0 0	12 17 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 16 0	13 13 0
Thickener machinist	13 5 0	13 2 0
Turner	14 4 6	14 1 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	13 11 0	13 8 0
*Carpenter (other than agricultural implement making)	15 15 0	15 12 0
Carrier	14 1 0	13 18 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	12 9 0	12 6 0
Employee not elsewhere classified	12 3 0	12 0 0

* The rate payable to employees working in this classification shall be increased by a tool allowance of 5s. per week.

APPRENTICESHIP.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed:—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows:—

- Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
- Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
- Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
- Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) 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.

(i) The period of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour and Industry, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) Until further order, any contract of apprenticeship hereafter made 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows:—

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria
Four and five-year terms—	£ s. d.	£ s. d.
1st year	3 8 0	3 7 0
2nd year	4 14 6	4 13 6
3rd year	6 6 6	6 4 6
4th year	9 19 0	9 16 6
5th year	12 6 0	12 3 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 17 6	3 16 6
2nd year	6 6 6	6 4 6
3rd year	9 19 0	9 16 6
4th year	12 6 0	12 3 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence 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.

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (x) 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 the Determination for the trade, 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.
- (xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
I.—Adult Females.	£ s. d.	£ s. d.
Under one month's experience	9 0 0	8 17 6
All others	9 16 0	9 13 6
II.—Junior Females.		
17 years of age and under	4 17 0	4 16 0
18 years of age	5 15 6	5 14 0
19 years of age	6 14 0	6 12 6
20 years of age	7 12 6	7 10 6
III.—Male Juniors.		
Under 16 years of age	2 19 6	2 19 0
16 years of age	4 4 6	4 3 6
17 years of age	5 14 6	5 13 0
18 years of age	7 4 0	7 2 6
19 years of age	9 1 0	8 19 0
20 years of age	10 18 0	10 15 6
IV.—Junior Males (Foundries).		
Under 16 years of age	3 0 6	3 0 0
16 years of age	4 1 0	4 0 0
17 years of age	7 7 0	7 5 6
18 years of age	9 5 0	9 3 0
19 years of age and over	11 2 6	11 0 0

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

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

(b) Except in the case of employees in foundries, 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 in the Metal Trades industry 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 prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (d).

Clauses, other than clauses 2, 5, and 6, of the said Determination shall remain in force.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 147 of the 1st April, 1955, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) ..	14 5 0	14 11 6	14 2 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	13 7 6	13 14 0	13 4 6
Blacksmith's striker	13 3 0	13 9 6	13 0 0
Blacksmith's striker on double fires and other assistant ..	13 7 6	13 14 0	13 4 6
Boiler (inside) chipper and cleaner	13 17 6	14 4 0	13 14 6
Boilermaker and/or structural steel tradesman	15 15 0	16 1 6	15 12 0
Boilersmith and/or angle iron smith	16 2 6	16 9 0	15 19 6
Cold saw operator	13 7 6	13 14 0	13 4 6
Dogman	13 7 6	13 14 0	13 4 6
Driller using portable machines	15 7 6	15 14 0	15 4 6
Driller using stationary machines	13 5 0	13 11 6	13 2 0
Employee assisting a ship plate bender or plate setter ..	13 5 0	13 11 6	13 2 0
Friction saw operator	13 3 0	13 9 6	13 0 0
Furnaceman on heavy angle iron or heavy plate	14 2 6	14 9 0	13 19 6
Furnaceman's assistant	13 3 0	13 9 6	13 0 0
Holder-up, whether using hand or machine dolly of any kind, including all work incidental thereto	14 0 0	14 6 6	13 17 0
Machinist—			
1st class	15 15 0	16 1 6	15 12 0
2nd class	14 10 0	14 16 6	14 7 0
3rd class	13 15 0	14 1 6	13 12 0

WAGES—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yalourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	14 0 0	14 6 6	13 17 0
2nd class	13 5 0	13 11 6	13 2 0
Marker off (a tradesman the greater part of whose time in any weekly pay period is occupied in marking off and/or template making)	16 5 0	16 11 6	16 2 0
Painter of ironwork using spray	13 5 0	13 11 6	13 2 0
Painter, brush hand	13 3 0	13 9 6	13 0 0
Plate setter and frame bender	16 0 0	16 6 6	15 17 0
Press and block hand assisting a boiler or angle ironsmith	13 7 6	13 14 0	13 4 6
Process worker	13 2 0	13 8 6	12 19 0
Rigger and/or splicer	14 7 6	14 14 0	14 4 6
Rivet heater	13 7 6	13 14 0	13 4 6
Welder—			
Special class (as defined)	16 2 6	16 9 0	15 19 6
1st class (as defined)	15 15 0	16 1 6	15 12 0
2nd class	13 15 0	14 1 6	13 12 0
3rd class	13 5 0	13 11 6	13 2 0
Welder-tack	13 10 0	13 16 6	13 7 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	13 7 6	13 14 0	13 4 6
Cement mixer	13 10 0	13 16 6	13 7 0
Cement liner	13 17 6	14 4 0	13 14 6
Cement liner operator	14 10 0	14 16 6	14 7 0
Employee in charge of ring making machines	13 17 6	14 4 0	13 14 6
Employee rounding and straightening steel pipes	13 15 0	14 1 6	13 12 0
Employee on tar dip and sand rolling	13 7 6	13 14 0	13 4 6
Faucet maker in charge of furnace	14 5 0	14 11 6	14 2 0
Faucet maker's assistant	13 7 6	13 14 0	13 4 6
Machine operator (in charge of machines)	13 17 6	14 4 0	13 14 6
Pipe builder	13 17 6	14 4 0	13 14 6
General (whosoever employed)—			
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 3 0	13 9 6	13 0 0
Other employees with not less than three months' experience in the metal trades industry	12 9 0	12 15 6	12 6 0
Employee not elsewhere classified	12 3 0	12 9 6	12 0 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.

Provided that an employee in an electric supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

Tradesmen in Large Power Houses.

Tradesmen and/or welders, and/or apprentices in the fourth and fifth years of their apprenticeship employed in large operating thermal power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 15s. per week extra; assistants and unapprenticed juniors nineteen years of age and over shall be paid 7s. 6d. per week extra and other apprentices and unapprenticed juniors shall be paid 3s. per week extra; such amounts shall be deemed to include all special rates prescribed in clause 5 of this Determination. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

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

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

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or 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 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.

Instruction in Welding.

(e) The training of apprentices to boilermaking or structural steel 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) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

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 wage for apprentices shall be the under-mentioned percentages of the 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:

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>				
		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 17 0	3 19 0	3 16 0
2nd year	43	5 3 0	5 6 0	5 2 0
3rd year	54	6 9 6	6 13 0	6 8 0
4th year	83	9 19 0	10 4 6	9 16 6
5th year	100 plus 6s.	12 6 0	12 12 6	12 3 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st year	34	4 1 6	4 4 0	4 0 6
2nd year	54	6 9 6	6 13 0	6 8 0
3rd year	83	9 19 0	10 4 6	9 16 6
4th year	100 plus 6s.	12 6 0	12 12 6	12 3 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.

(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 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		
			Within 20 Miles of G.P.O. Melbourne, 10 Miles of G.P.O. Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>					
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under 16 years of age	24	2 0	2 19 6	3 1 0	2 19 0
16 years of age	34	3 0	4 4 6	4 7 0	4 3 6
17 years of age	46	4 0	5 14 6	5 17 6	5 13 0
18 years of age	58	5 0	7 4 0	7 8 0	7 2 6
19 years of age	73	6 0	9 1 0	9 6 0	8 19 0
20 years of age	88	7 0	10 18 0	11 4 0	10 15 6

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

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.

(b) The minimum rate payable to a junior employee of eighteen 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 additional amount prescribed for such an employee.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (x) Punching machines handling plates weighing more than 84 lb.
- (xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employee shall not be employed—

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

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No. 652]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 4th April, 1955, and in force as from the beginning of the first pay period to commence on or after that date, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).
Wages per Week of 40 Hours.

Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months	30	0 9	3 14 0
2nd six months	37½	0 9	4 12 6
Second year's experience—			
1st six months	45	1 0	5 11 0
2nd six months	52½	1 0	6 9 6
Third year's experience—			
1st six months	60	1 6	7 8 6
2nd six months	70	1 6	8 13 0
Fourth year's experience—			
1st six months	77½	2 3	9 12 0
2nd six months	85	2 3	10 10 6
Fifth year's experience—			
1st six months	95	3 0	11 15 6
2nd six months	100 plus 5s.	3 0	12 13 0
Thereafter the adult male minimum wage.			
<i>Four Years' Terms.</i>			
First year's experience—			
1st six months	37½	0 9	4 12 6
2nd six months	45	0 9	5 11 0
Second year's experience—			
1st six months	60	1 6	7 8 6
2nd six months	70	1 6	8 13 0
Third year's experience—			
1st six months	77½	2 3	9 12 0
2nd six months	85	2 3	10 10 6
Fourth year's experience—			
1st six months	95	3 0	11 15 6
2nd six months	100 plus 5s.	3 0	12 13 0
Thereafter the adult male minimum wage.			

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. MALES*—Apprentices (Other than those covered by the Apprenticeship Commission)—*continued.*
Three Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months	45	1 6	5 11 6
2nd six months	60	1 6	7 8 6
Second year's experience—			
1st six months	77½	2 3	9 12 0
2nd six months	85	2 3	10 10 6
Third year's experience—			
1st six months	95	3 0	11 15 6
2nd six months	100 plus 5s.	3 0	12 13 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.
(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.
See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months	40	0 9	3 14 0
2nd six months	47½	1 0	4 8 0
3rd six months	55	1 6	5 2 6
4th six months	62½	1 9	5 16 6
5th six months	70	2 0	6 10 6
6th six months	77½	2 3	7 4 6
7th six months	87½	2 6	8 3 0
8th six months	95	2 9	8 17 0
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	55	1 6	5 2 6
2nd six months	62½	1 9	5 16 6
3rd six months	70	2 0	6 10 6
4th six months	77½	2 3	7 4 6
5th six months	87½	2 6	8 3 0
6th six months	95	2 9	8 17 0
And thereafter not less than the minimum wage for adult females			

† "Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.
(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.
† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Other Employees.

4. (a)	MALES	Wages per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers		15 16 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits)		15 1 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand		14 9 0
By machine		14 9 0
All others		14 1 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand		14 18 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting		14 9 0
All others		14 1 0
Making—		
Making right through by hand including slip lasted and prewelled		
Pulling over hand or machine		
Lasting hand or machine		
Sewing or stitching		
Sole laying		
Operating scrower		
Operating rounding machine		
Pegging, hand or machine		
Pulling up sides, seats or backs, hand or machine		
Heeling, hand or machine		
Operating upper roughing machine		15 1 0
Operating cement press		
First and second lasting of pumps		
Pounding		
Lizary, Monash, lacing or plaiting of basket shoes		
Blocking, steaming and drying (slippers)		
Ironing on last		
Inseam trimming		
Operating stitch spearator		
Hungarian nailing by hand or machine and Cutlan nailing		
Slugging		
Rivetting, hand or machine		
Drilling for temporary screw		
Operating loose nailer		
Feathering including welt waists		
Levelling, hand or machine		
Turning (slippers)		
Laying linings and shanking		14 1 0
Pulling on—all classes		
Opening and closing channels		
Operating buzzer		
Tingling or trimming, hand or machine		
Putting on heel and toe plates		
Sorting lasts		
Putting in filling, shanks, stiffeners and toes		
Slipping off		
Pulling out tacks and nails		13 15 0
Solutioining and cementing, hand or machine		
Putting on studs or bars		
All others		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer		15 1 0
Operating Naumkeag and/or sandpapering machine and heel breasting		14 9 0
All others		14 1 0
Slipping-off		13 15 0
Upper Closing—		
All employees		14 1 0
Cleaning—		
All employees		13 15 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

					Wages Per Week of 40 Hours.
					£ s. d.
Females with less than twelve months' experience	..	..	..	..	9 6 6
Females with twelve months' experience or more	..	..	..	..	10 5 6

(d) In addition to the rates prescribed herein any female employee:—

- (i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.
- (ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3, and 4 of the Determination, published in *Government Gazette* No. 232 of the 2nd May, 1955, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage
TABLE "A"—ADULT MALES.		
<i>(All Sections other than Corrugated Board and Fibre Board Container Section.)</i>		
		<i>£ s. d.</i>
1	Guillotine machine operator	14 3 9
2	Carton cutting and creasing forme setter	14 13 9
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	14 3 9
4	Combination tube and shell machinist	14 3 9
5	Employee operating international tube and shell machine	14 3 9
6	Laube box-making machinist	14 3 9
7	Molins single shell creasing and gluing machinist	14 3 9
8	Employee operating automatic carton-gluing machine	13 11 6
9	Employee operating scoring and double-folding automatic tube gluing machine	13 13 0
10	Twin or single die-scoring, cutting, and printing slide machinist	13 11 6
11	Carton cylinder-press machinist	14 8 9
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size	14 3 9
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size	13 18 9
14	Two-way or double cutter and scorer machinist	13 11 6
15	One-way rotary cutter and scorer machinist	13 11 6
16	Gang slitting machinist	13 11 6
17	Mounting machinist	13 11 6
18	Cylindrical tube winding machinist	13 11 6
19	Cylindrical tube cutting machinist	13 11 6
20	Assistant to machinist on any machine in this section	13 0 0
21	Employee working any other kind of machine	13 8 0
22	Storeman	13 8 0
23	Packer and/or despatcher	13 8 0
24	Feeder on carton-cylinder machine	13 0 0
25	Any other adult male	12 16 0
26	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued</i> . Corrugated Board and Fibre Board Container Section.		
		£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards	13 18 9
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine	13 18 9
3	Corrugated board machinist making one-faced boards	13 8 0
4	Corrugated board machinist's assistant	13 2 6
5	Fibre board (paster) machinist	13 18 9
6	Fibre board (paster) machinist's assistant	13 2 6
7	Corrugated board printing machinist	13 11 6
8	Corrugated board printing machinist's assistant	13 0 0
9	Fibre board printing machinist	13 11 6
10	Fibre board printing machinist's assistant	13 0 0
11	Corrugated board cutter and/or slotter	13 6 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment	13 8 6
13	Corrugated board slotter operating machine with printing attachment	13 6 6
14	Corrugated board sawyer	13 8 0
15	Corrugated board scorer and slitter	13 6 6
16	Corrugated board automatic scorer and slotter and slitter	13 6 6
17	Fibre board automatic scorer and slotter and slitter	13 6 6
18	Fibre board cutter and/or slotter and/or bender	13 6 6
19	Employee in charge of silicate dissolving plant	13 6 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	13 4 0
21	Employee on dimpler machine	13 8 0
22	Employee engaged as assistant machinist or tailor-out or fier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender	12 18 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine	12 18 0
24	Corrugated board-taping machinist	13 6 6
25	Employee working any other kind of machine	13 4 0
26	Power bale press machinist	12 18 0
27	Storeman	13 8 0
28	Packer and/or despatcher	13 8 0
29	Any other adult male	12 16 0
30	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five years' experience.)		
		£ s. d.
1	Female head packer when employed as such	10 4 6
2	Packer	9 19 0
3	Female feeder employed on carton-cylinder machine	10 2 0
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) when covered with paper	10 2 0
	(b) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	10 8 6
5	Female employee—	
	(a) controlling Stokes and Smith (or similar) covering machine	10 4 6
	(b) controlling and/or setting up automatic carton-gluing machine	10 4 6
	(c) employed on any other machine used in cardboard box making, container making, or carton making	10 0 6
6	Female carton maker, including puller out and stripper	9 19 0
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	10 0 6
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	10 0 6
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	10 8 0
	(b) from nine to fifteen employees (both inclusive)	10 19 6
	(c) over fifteen employees	11 7 0
10	Female employee not otherwise specified	9 12 6

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

4.

	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 16 6
(ii) between 15 and 16 years of age	3 9 0
(iii) between 16 and 17 years of age	4 9 6
(iv) between 17 and 18 years of age	6 0 6
(v) between 18 and 19 years of age	7 11 0
(vi) between 19 and 20 years of age	9 4 6
(vii) between 20 and 21 years of age	10 17 6
A junior working on a night shift for a week shall be paid an extra amount of 12s.; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	3 1 0
(ii) Second year's experience	4 1 6
(iii) Third year's experience	5 2 0
(iv) Fourth year's experience	6 2 6
(v) Fifth year's experience	7 13 0
(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.	
(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £9 7s. 5½d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked.





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GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 7.

[1955

**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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

CARTERS AND DRIVERS BOARD.

Clauses 1 and 2 of Part I, 1 and 2 of Part II, 1 and 2 of Part III, and clause 1 of Part IV, of the Determination published in *Government Gazette* No. 237 of the 6th May, 1955, shall be replaced by the following clauses.

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	14 0 0	14 6 6	13 17 0
Two or three horses	14 11 0	14 17 6	14 8 0
Additional horses—2s. extra per day for each extra horse.			
(2) Employee driving—			
One horse	13 3 6	13 10 0	13 0 6
Two horses	13 16 0	14 2 6	13 13 0
Three horses	14 3 0	14 9 6	14 0 0
Four horses	14 8 0	14 14 6	14 5 0
Five horses	14 11 0	14 17 6	14 8 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.			

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.

	Weekly Wage. (Including a Loading of 8s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrambool; and within the Mildura and Gippsland Districts.	At Yalourn.	All Other Parts of Victoria
	£ s. d.	£ s. d.	£ s. d.
(3) Employee driving motor cycle with side car ..	13 4 6	13 11 0	13 1 6
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 16 0	14 2 6	13 13 0
Over 25 cwt. but not over 3 tons	14 5 6	14 12 0	14 2 6
Over 3 tons but under 6 tons	14 15 0	15 1 6	14 12 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, pro- vided that not more than one trailer shall be drawn at any one time.			
(5) Employee driving mechanical horse with or without one trailer	15 9 0	15 15 6	15 6 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 9 0	15 15 6	15 6 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 17 6	16 4 0	15 14 6
For each complete ton over 8—an extra 2s. 6d.			
(8) Employee driving a straddle truck	15 9 0	15 15 6	15 6 0
(9) Loader	13 7 0	13 13 6	13 4 0
(10) Leading Loader	14 4 0	14 10 6	14 1 0
(11) Stableman	12 18 0	13 4 6	12 15 0
(12) Head stableman	13 6 0	13 12 6	13 3 0
(13) Horse driver's assistant	12 14 0	13 0 6	12 11 0
(14) Motor driver's assistant	12 14 0	13 0 6	12 11 0
(15) Yardman	12 14 0	13 0 6	12 11 0
(16) Sanitary carter's mate	14 18 0	15 4 6	14 15 0
(17) Garbage carter's mate	13 12 6	13 19 0	13 9 6

	Per Week. 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.	6 0
(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— Tar (other than in sealed containers) for immediate spreading upon streets, Tar in unsealed containers, Tarrd 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 (e) 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— 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.

PART II.

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

Wage Per Week, 20 Years of Age and Over.

Classification.	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 motor vehicle having maker's capacity of—25 cwt. or less	£ s. d. 13 16 0	£ s. d. 14 2 6	£ s. d. 13 13 0
Over 25 cwt. but not over 3 tons	14 5 6	14 12 0	14 2 6
Over 3 tons but under 6 tons	14 15 0	15 1 6	14 12 0
Further tonnage—for each complete ton over 5— an extra 2s. 6d. 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 9 0	15 15 6	15 6 0
For each complete ton over 8 an extra 2s. 6d.			
(3) Motor driver's assistant	12 14 0	13 0 6	12 11 0

	Additional Amounts.	
	Per Week.	s. d.
(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.

PART III.

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

ADULT EMPLOYEES.

1. (a)

Classification.	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 13 6	14 0 0	13 10 6
Two horses	14 3 6	14 10 0	14 0 6
(2) Employee driving— Motor bicycle with side car	13 4 6	13 11 0	13 1 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 16 0	14 2 6	13 13 0
Over 25 cwt. but not over 3 tons	14 5 6	14 12 0	14 2 6
Over 3 tons but under 6 tons	14 15 0	15 1 6	14 12 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 9 0	15 15 6	15 6 0
For each complete ton over 8—an extra 2s. 6d.			
(5) Stableman	12 18 0	13 4 6	12 15 0
(6) Head stableman	13 6 0	13 12 6	13 3 0
(7) Horse driver's assistant, motor driver's assistant, yardman	12 14 0	13 0 6	12 11 0

PART III.—(continued).

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

ADULT EMPLOYEES—continued.

		Per Week.
		<i>s. d.</i>
<i>Further additional amounts for—</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 absents 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> <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.</p>		

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.

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 (Adjustable).			Total Wage Per Week.
		Per Week.	Margin.	Loading.	
		<i>£ s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
1	Aerodrome attendants	12 6 0	54 0	3 0	15 3 0
2	Assistant aerodrome attendants	12 0 0	44 0	3 0	14 13 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 6 0	53 0	3 0	15 2 0
	(b) 10 tons and up to and including 13 tons	12 6 0	56 0	3 0	15 5 0
	(c) over 13 tons and under 19 tons	12 6 0	59 0	3 0	15 8 0
	(d) 19 tons and over	12 6 0	64 0	3 0	15 13 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 6 0	42 0	3 0	14 11 0
8	Washers and greasers	12 6 0	32 0	3 0	14 1 0
9	Assistant drivers	12 6 0	33 0	3 0	14 2 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.				

Clauses, other than clauses 1 and 2 of Part I., 1 and 2 of Part II., 1 and 2 of Part III., and clause 1 of Part IV., of the said Determination shall remain in force.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination made on the 14th February, 1955, and in force on the 10th February, 1955, shall be replaced by the following clauses:—

1.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.							Number (in any place).	
Making cigars or sorting and packing cigars:—							APPRENTICES.	
APPRENTICES.							One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Experience—							One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.	
1st year—							(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
1st six months 37 5 ..							*Percentage.	
2nd six months 43 5 ..							14	
2nd year 62 1 ..							16½	
3rd year 92 9 ..							23½	
4th year 117 6 ..							34½	
or in lieu of weekly wages the work may be paid at the following piece-work prices:—							44	
Making Cigars.							IMPROVERS.	
2nd year .. One-third of the piece-work prices							One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
3rd year .. Two-thirds of the piece-work prices							One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.	
4th year .. Three-quarters of the piece-work prices.							See also clause 14, sub-clause (m)	
Sorting and Packing Cigars.								
In Boxes of—								
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.		
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year ..	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	} Plus 3 per centum. See also clause 14, sub-clause (m).	
2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9		
3rd year ..	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6		
4th year ..	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2		
IMPROVERS.								
18 years 92 9 ..							*Percentage.	
19 years 129 6 ..							34½	
20 years 160 10 ..							48½	
							60½	

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

(a)

Males.

		Wages per Week of 40 Hours.							
		1st Year's Experience.							
Employed In—	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.		
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	
Making cigar boxes	43 5	10½	43 5	16½	49 5	18½	49 5	18½	
Turning bunches	43 5	16½	43 5	16½	49 5	18½	49 5	18½	
Stripping fillers	43 5	16½	43 5	16½	49 5	18½	55 5	20½	

		Wages per Week of 40 Hours.							
		2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
Employed In—	1st Six Months.		2nd Six Months.		Wages.	*Per-centage.	Wages.	*Per-centage.	
	Wages.	*Per-centage.	Wages.	*Per-centage.					
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	
Making cigar boxes	74 1	27½	80 1	30	110 2	41½	142 2	53½	
Turning bunches	74 1	27½	80 1	30	110 2	41½	142 2	53½	
Stripping fillers		Piecework prices		Piecework prices		Piecework prices		Piecework prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 267s. per week of 40 hours	54 9	20½	60 9	22½	74 1	27½	83 5	35	116 10	43½	152 2	57	192 11	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

		Wages per Week of 40 Hours.							
		1st Year's Experience.							
Employed In—	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.		
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	
Trimming cigar boxes	46 10	26	54 5	30½	62 7	34½	70 2	39	
Stripping and booking cigar bunch wrapper leaf	101 3	56½	101 3	56½	101 3	56½	101 3	56½	
Ringing cigars	46 10	26	54 5	30½	62 7	34½	70 2	39	
Stripping fillers	46 10	26	54 5	30½	62 7	34½	70 2	39	
Packing cigars, viz. :—									
Havanette	46 10	26	54 5	30½	62 7	34½	70 2	39	
Royal Bengals	46 10	26	54 5	30½	62 7	34½	70 2	39	
Bonanzas	46 10	26	54 5	30½	62 7	34½	70 2	39	
Gem of East Cigarillos	46 10	26	54 5	30½	62 7	34½	70 2	39	
Swiss	46 10	26	54 5	30½	62 7	34½	70 2	39	
Cartons or parcels	46 10	26	54 5	30½	62 7	34½	70 2	39	
Machine work, viz. :—									
Making bunches	46 10	26	54 5	30½	62 7	34½	70 2	39	
Covering cigars	46 10	26	54 5	30½	62 7	34½	70 2	39	
Swiss	46 10	26	54 5	30½	62 7	34½	70 2	39	
Lucky Hit	46 10	26	54 5	30½	62 7	34½	70 2	39	
Havanettes	46 10	26	54 5	30½	62 7	34½	70 2	39	
Senoritas	46 10	26	54 5	30½	62 7	34½	70 2	39	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	<i>s. d.</i> 77 10	% 43½	<i>s. d.</i> 93 7	% 52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	132 4	73½	140 5	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—						
Havanette	"		"		"	"
Royal Bengale	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—						
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 180s. 0d. per week of 40 hours	<i>s. d.</i> 58 11	% 32½	<i>s. d.</i> 73 10	% 41	<i>s. d.</i> 88 8	% 49½	<i>s. d.</i> 99 0	% 55	<i>s. d.</i> 113 5	% 63	<i>s. d.</i> 130 1	% 72½	<i>s. d.</i> 147 7	% 82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
Strippers and bookers of cigar covering leaf (males)	<i>£ s. d.</i> 13 17 0
Strippers and bookers of cigar covering leaf (females)	9 18 0
Strippers and bookers of cigar bunch wrapper leaf (females)	9 7 6
Cigar box makers (males)	13 14 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	9 3 6
Stripping fillers (males)	13 7 0
All others (males)	13 7 0
" " (females) 75 per cent. of the Basic Wage	9 0 0

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 14 the following shall be substituted :—

(m) The weekly earnings of pieceworkers who work on piecework the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts :—

Age.									Males.	Females.
									Per Week.	Per Week.
									s. d.	s. d.
Adults	..	..	..	..	..	..	..	..	148 0	105 8
14 years of age	30 6	34 4
15 "	"	"	"	"	"	"	"	"	33 7	42 11
16 "	"	"	"	"	"	"	"	"	41 0	51 9
17 "	"	"	"	"	"	"	"	"	51 9	57 8
18 "	"	"	"	"	"	"	"	"	64 8	65 11
19 "	"	"	"	"	"	"	"	"	84 4	75 9
20 "	"	"	"	"	"	"	"	"	107 0	85 11



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 218 of the 12th April, 1954, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. (a)

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 3 6	3 19 0	6 6 6
2nd six months	3 13 6	4 8 0	6 19 6
3rd six months	4 5 6	4 17 6	7 19 6
4th six months	5 5 6	5 12 0	8 18 0
5th six months	5 17 6	6 6 6	..
6th six months	6 12 6	6 19 6	..
7th six months	9 8 6	7 19 6	..
8th six months	10 18 0	8 18 0	..
9th six months	12 5 0	..	..
10th six months	12 9 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 five years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) (i)

PROPORTION (IN ANY FACTORY OR PLACE).

Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed.	One apprentice or improver to every three or fraction of three journeymen employed.

Females.

One apprentice or improver to every journeywoman employed.

(ii) For the purpose 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 (other than one to be employed at order cutting) 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 the Board on 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 rates 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) 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.

Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.

(j) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall:—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3.

OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein:—

	Wages Per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16 8 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 4 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 19 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 19 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	14 19 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 19 0
7. Machinists, namely, males employed machining any part of a garment	14 12 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	14 12 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	14 12 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 12 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 13 0
12. All other adult males not herein classified	12 13 0

Journeywomen.

i.e.—Journeywomen as defined herein and adult females other than such adult females as specified by clause 4 of this Determination.

	Wages Per Week.		
	£	s.	d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	12	0	6
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11	15	6
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	10	10	6
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11	15	6
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10	7	0
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	10	7	0
19. Hand sewers of buttons	9	12	0
20. All other adult females not herein classified	9	9	6

GROUP B.

Ready Made Clothing For Males—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

	Wages Per Week.		
	£	s.	d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	15	3	0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15	4	0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	19	0
23. (a) Machinists, namely, males employed machining any part of a garment	14	12	0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14	19	0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	19	0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	14	12	0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	14	12	0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14	12	0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	13	0
30. Proofers, namely, males employed proofing garments with oil or other substances	13	18	0
31. All other adult males not herein classified	12	13	0

Journeywomen.

i.e., Journeywomen as defined herein and adult females as specified by clause 4 of this Determination.

	Wages Per Week.		
	£	s.	d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	10	19	6
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	10	15	6
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10	14	6
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	10	9	6
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10	4	6
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	10	4	6
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	9	19	6
39. Hand sewers of buttons	9	12	0
40. All other adult females not herein classified	9	9	6

Clauses, other than clauses 2 and 3 of the said Determination, shall remain in force. Provided that the weekly earning of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	..	..	..	..	..	..	..	..	..	13/ 2½
Tailloresses	..	..	..	..	..	..	..	..	..	11/10
Female coat hand	..	..	..	..	..	..	..	..	..	13/ 3
Female vest and trouser hand	..	..	..	..	..	..	..	..	..	14/ 7½

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

COUNTRY PRINTERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 154 of the 1st April, 1955, shall be replaced by the following clauses:—

2.

WAGES.

Table A.—Adult Males.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	17 1 6	16 19 6
2	Probationary machine compositor—		
	(a) For a first period of six months' probation	15 19 0	15 17 0
	(b) For a second period of six months' probation	16 6 6	16 4 6
	(c) Thereafter the rate for a machine compositor	17 1 6	16 19 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	17 1 6	16 19 6
4	Proof reader and/or reviser		
	(a) In newspaper and commercial printing offices	16 6 6	16 4 6
	(b) Commercial printing only	16 6 6	16 4 6

* See clause 3 for definition of grades.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.			
		A*.	B*.		
		£ s. d.	£ s. d.		
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..	15 19 0	15 17 0		
6	Hand compositor				
7	Sluggier				
8	Bulk hand				
9	Stonehand				
10	Electrotyper				
11	Sterotyper				
12	Letterpress Machinist				
13	Machinist working a flat-bed machine printing from a reel				
14	Lithographic machinist, including lithographic tin printer, lithographic transferror and/or pressman				
15	Stone and/or plate preparer			15 19 0	15 17 0
16	Ink grinder and/or varnisher			13 12 0	13 10 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)			13 7 0	13 5 0
18	Marbler	15 19 0	15 17 0		
19	Hand Indexer	15 19 0	..		
20	Finisher	15 19 0	..		
21	Pocket-book maker	15 19 0	..		
22	Loose-sheet cover maker	15 19 0	..		
23	Ticket maker, turned in work	15 19 0	..		
24	Blotting-pad maker	15 19 0	..		
25	Portfolio maker	15 19 0	..		
26	Where an employee employed in any class for which a wage is prescribed by items 17 to 25 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage				
27	Map and plan mounter and/or varnisher	15 19 0	..		
28	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine	15 19 0	15 17 0		
29	Guillotine machine operator				
30	Operator of a duplicating machine operating from a photographic stencil	15 19 0	15 17 0		
31	Feeder of any kind of machine	13 6 0	..		
32	Storeman, packer and/or despatcher	13 12 0	..		
33	Male employee not otherwise specified	13 0 0	12 18 0		

* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employee of more than five years' experience employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	10 10 6
2	Female employee not otherwise specified	9 14 6
	Female Supervisors.	
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees	10 12 6
	(b) From 9 to 15 employees (both inclusive)	11 1 6
	(c) Over 15 employees	11 7 6

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the undermentioned percentages of the rate plus 2s. prescribed for the classification "Male employee not otherwise specified".

No. of Rate.	Male Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 15 years of age	22	2 17 6
2	Between 15 and 16 years of age	27	3 10 6
3	Between 16 and 17 years of age	35	4 11 6
4	Between 17 and 18 years of age	47	6 3 0
5	Between 18 and 19 years of age	59	7 14 6
6	Between 19 and 20 years of age	72	9 8 6
7	Between 20 and 21 years of age	85	11 2 6

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the rate plus 2s. prescribed for the classification "Hand compositor".

No. of Rate.	Apprentices.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	First year	22½	3 12 0
2	Second year	32½	5 4 6
3	Third year	37½	6 0 6
4	Fourth year	45	7 4 6
5	Fifth year	55	8 16 6
6	Sixth year	75	12 0 6
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the under-mentioned percentages of the rate (less 2s.) prescribed for classification 1 of Table B—Adult females.

No. of Rate.	Female Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 17 years of age	30	3 2 6
2	Between 17 and 18 years of age	40	4 3 6
3	Between 18 and 19 years of age	50	5 4 0
4	Between 19 and 20 years of age	60	6 5 0
5	Between 20 and 21 years of age	75	7 16 6
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

DEFINITION OF GRADES.

3. For the purposes of this Determination—

Grade "A" means—

Ararat	Echuca	Mornington	Swan Hill
Bairnsdale	Hamilton	Portland	Terang
Belgrave	Healesville	Red Cliffs	Traralgon
Benalla	Horsham	Ringwood	Wangaratta
Camperdown	Kerang	Sale	Warburton
Castlemaine	Kyabram	Shepparton	Warragul
Chelsea	Kyneton	Stawell	Winchelsea
Colac	Maryborough	St. Arnaud	Wonthaggi
Dandenong	Mordiallo		

Grade "B" means—

All other places within the area to which this Determination applies but not specified in Grade "A" of this Determination.

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

11/11/2023

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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 220 of the 12th April, 1954, shall be replaced by the following clauses:—

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.		Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.			
	£	s. d.	£	s. d.	£	s. d.		
1st six months	3	3 6	3	19 0	6	6 6	4	1 0
2nd six months	3	13 6	4	8 0	6	19 6	4	1 0
3rd six months	4	5 6	4	17 6	7	19 6	5	10 0
4th six months	5	5 6	5	12 0	8	18 0	5	10 0
5th six months	5	17 6	6	6 6	..	..	7	7 0
6th six months	6	12 6	6	19 6	..	..	7	7 0
7th six months	9	8 6	7	19 6	..	..	11	3 0
8th six months	10	18 0	8	18 0	..	..	11	3 0
9th six months	12	5 0	..	..	..	..	12	6 0
10th six months	12	9 6	..	..	..	..	12	6 0

And thereafter the minimum weekly wage or piecework price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.
- (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 in any section to every journeyman tailor therein employed.
- (ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.
- (iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.
- (iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.
- (v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.
- (vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.
- (vii) For the purpose 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 (other than one to be employed at order cutting) 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 the 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 rates 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) 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.

Prohibition of Employment of New Male and Female Improvers in Group A.

- (j) After the commencement of this Determination no male or female in Group A shall—
 - (i) be engaged to work as an improver in any such section of the industry; or
 - (ii) be transferred from one section to another such section to work there as an improver; or
 - (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein:—

	Wages per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16 8 0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 4 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 19 0
4. Machinists, namely, males employed machining any part of a garment	14 12 0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	14 12 0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	14 12 0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 19 0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 13 0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 12 0
10. All other adult males not herein classified	12 13 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	12 0 6
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 15 6
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 19 6
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	10 7 0
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	10 7 0
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 12 0
17. Hand sewers of buttons, hooks, and eyes, press studs	9 12 0
18. All other adult females not herein classified	9 9 6

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	15 13 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 4 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 19 0
22. Machinists, namely, males employed machining any part of a garment	14 12 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 12 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 19 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	13 13 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 12 0
27. All other adult males not herein classified	12 13 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
28. Cutters, namely, females employed marking in and/or cutting out garments	12 9 6
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 19 6
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 19 6
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	10 9 6
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 14 6
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 12 0
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	10 9 6
35. Hand sewers of buttons, hooks and eyes, press studs	9 12 0
36. All other adult females not herein classified	9 9 6

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

	Wages per Week.		
	£	s.	d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	15	3	0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15	4	0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	19	0
40. Machinists, namely, males employed machining any part of a garment	14	12	0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	12	0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	14	12	0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	14	12	0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	15	3	0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	14	12	0
46. Seam pressers on garments other than garments which the worker is making	13	13	0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	13	13	0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	14	12	0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	13	0
50. All other adult males not herein classified	12	13	0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.		
	£	s.	d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10	19	6
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10	19	6
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10	14	6
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	10	9	6
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	10	9	6
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10	9	6
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10	1	6
58. Embosers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10	12	0
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	10	4	6
60. Hand sewers of buttons, hooks and eyes, press studs	9	12	0
61. All other adult females not herein classified	9	9	6

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

	Wages per Week.		
	£	s.	d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	15	3	0
63. Pressers, namely, males employed pressing any part of a garment	14	12	0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	14	12	0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	14	17	0
66. Machinists, namely, males employed machining any part of a garment	14	12	0
67. Examiners, namely, males employed examining garments or parts of garments of any description	14	12	0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	13	13	0
69. All other adult males not herein classified	12	13	0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 19 6
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine ..	10 9 6
72. Machinists, namely, females employed machining any part of a garment ..	10 4 6
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight ..	10 1 6
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	10 1 6
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine ..	10 4 6
76. Examiners, namely, females employed examining garments or parts of garments of any description ..	10 4 6
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description ..	10 1 6
78. Hand sewers of buttons, hooks and eyes, press studs ..	9 12 0
79. All other adult females not herein classified ..	9 9 6

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods):—

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description ..	15 3 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine ..	14 17 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	14 12 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description ..	14 9 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	13 13 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description ..	14 12 0
86. All other adult males not herein classified ..	12 13 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description ..	10 19 6
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine ..	10 9 6
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	10 4 6
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	10 1 6
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight ..	10 1 6
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	10 9 6
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description ..	10 4 6
94. Hand sewers of buttons, hooks and eyes, press studs ..	9 12 0
95. All other adult females not herein classified ..	9 9 6

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

	Wages per Week.		
	£	s.	d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	15	3	0
97. 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	14	17	0
98. Machinists, namely, males employed machining any article of any description	14	12	0
99. Pressers, namely, males employed pressing any article of any description	14	9	0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	14	9	0
101. Examiners, namely, males employed examining articles of any description	14	12	0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	13	13	0
103. All other adult males not herein classified	12	13	0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.		
	£	s.	d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10	14	6
105. 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	10	6	6
106. Machinists, namely, females employed machining any article or part of an article of any description	10	1	6
107. Dividers of raw materials used in the manufacture of small articles	9	17	6
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	10	1	6
109. Examiners, namely, females employed examining articles of any description	10	1	6
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	10	1	6
111. Hand sewers of buttons, hooks and eyes, press studs	9	12	0
112. All other adult females not herein classified	9	9	6

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



VICTORIA
GOVERNMENT GAZETTE.

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No. 659]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this

8th day of August, 1955.

H. N. JONES,

Secretary for Labour and Industry.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 225 of the 12th April, 1954, shall be replaced by the following clauses:—

(a) WEEKLY WAGES.

Apprentices or Improvers.

Experience.	Males.		Females.		Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£	s. d.	£	s. d.	
1st six months	3	3 6	3	19 0	6 6 6
2nd six months	3	13 6	4	8 0	6 19 6
3rd six months	4	5 6	4	17 6	7 19 6
4th six months	5	5 6	5	12 0	8 18 0
5th six months	5	17 6	6	6 6	..
6th six months	6	12 6	6	19 6	..
7th six months	9	8 6	7	19 6	..
8th six months	10	18 0	8	18 0	..
9th six months	12	5 0	..	..	..
10th six months	12	9 6	..	..	..

And thereafter the minimum weekly wage or piece-work price.

		Male Juveniles.	
		£	s. d.
16 years of age .. .. .	.. .. .	4	1 0
17 years of age .. .. .	.. .. .	5	10 0
18 years of age .. .. .	.. .. .	7	7 0
19 years of age .. .. .	.. .. .	11	3 0
20 years of age .. .. .	.. .. .	12	6 0

And thereafter the minimum weekly 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, Improvers and Juveniles.

- (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 journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.
- (iii) One male juvenile may be employed to every two or fraction of two adults.
- (iv) 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 the 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 rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indenture 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, IMPROVERS, AND JUVENILE WORKERS.

	Wages per Week.		
	£	s.	d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	15	13	0
Tailors, namely, males employed repairing and/or altering garments of any description ..	14	19	0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	14	9	0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	14	9	0
Female pressers, namely, females employed pressing any part of male outer garments ..	14	9	0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine ..	14	6	0
Other male dry cleaners ..	13	13	0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	13	13	0
Spotlers ..	13	18	0
Hat blockers, namely, males employed blocking hats ..	14	1	0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	13	13	0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	13	13	0
All other adult males not herein classified ..	12	13	0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.		
	£	s.	d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight	10	9	6
Repairers, namely, females employed repairing garments or articles of any description	10	4	6
Spotters	10	14	6
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description	9	19	6
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers	9	19	6
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description	10	9	6
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description	10	9	6
All other adult females not herein classified	9	9	6

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



VICTORIA GOVERNMENT GAZETTE.

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No. 660]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 40 of the 4th February, 1955, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O. Geelong; at Warrnambool; and within Mildura and Gippsland Districts	At Yallourn.	Other Parts of Victoria.
(a) General.	£ s. d.	£ s. d.	£ s. d.
Electrician in charge of electrical supply undertaking	17 15 0	18 1 6	17 12 0
Electrical instrument maker and/or repairer (as defined)	17 0 0	17 6 6	16 17 0
Installation inspector and/or tender	16 2 6	16 9 0	15 19 6
Shift electrician	15 15 0	16 1 6	15 12 0
Refrigeration mechanic or serviceman	15 15 0	16 1 6	15 12 0
Electrician in charge of plant and/or installation	15 15 0	16 1 6	15 12 0
Electrical fitter and/or armature winder	15 15 0	16 1 6	15 12 0
Battery fitter	15 15 0	16 1 6	15 12 0
Cable joiner, on high tension (over 6,600 volts)	15 12 6	15 10 0	15 9 6
Cable joiner, on low tension (under 6,600 volts)	15 7 6	15 14 0	15 4 6
Cable joiner's mate	13 3 0	13 9 6	13 0 0
Coremaker (transformers)	13 10 0	13 16 6	13 7 0
Electrical mechanic	15 15 0	16 1 6	15 12 0
Linesman	14 17 6	15 4 0	14 14 6
Line-man's assistant	13 3 0	13 9 6	13 0 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	14 17 6	15 4 0	14 14 6
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	13 8 6	13 15 0	13 5 6
Meter tester (1st grade)	14 15 0	15 1 0	14 12 0
Meter tester (2nd grade)	14 5 0	14 11 6	14 2 0
Meter fixer	14 5 0	14 11 6	14 2 0
Switchboard attendant	14 13 6	15 0 0	14 10 6
Battery attendant	13 5 0	13 11 6	13 2 0
Electrical fitter's and mechanic's assistant	13 3 0	13 9 6	13 0 0
Process worker	13 2 0	13 8 6	12 19 0
Other employees with not less than three months' experience in the metal trades industry	12 9 0	12 15 6	12 6 0
Employee not elsewhere classified	12 3 0	12 9 6	12 0 0
(b) Wet Battery Manufacturing.			
Plante assembler	14 5 0	14 11 6	14 2 0
Battery repairer (factory)	13 17 6	14 4 0	13 14 6
Mixing and pasting by hand	13 12 6	13 19 0	13 9 6
Charging and moulding of grids	13 12 6	13 19 0	13 9 6
Group turning (placing separate chambers in batteries, burning posts to connectors on top of battery)	13 10 0	13 16 6	13 7 0
Formation process	13 5 0	13 11 6	13 2 0
All others in this subdivision	13 2 0	13 8 6	12 19 0

Ship Repairing.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour 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 provision of this clause shall be null and void, and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Electrical mechanic,

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

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

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

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

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

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

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

Adult Apprentices.

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

Probationary Period.

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

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.

Wages.

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

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

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

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Murrumbidgee 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 17 0	3 19 0	3 16 0
2nd year	43	5 3 0	5 6 0	5 2 0
3rd year	54	6 9 6	6 13 0	6 8 0
4th year	83	9 19 0	10 4 6	9 16 6
5th year	100 plus 6s.	12 6 0	12 12 6	12 3 0
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>				
1st year	34	4 1 6	4 4 0	4 0 6
2nd year	54	6 9 6	6 13 0	6 8 0
3rd year	83	9 19 0	10 4 6	9 16 6
4th year	100 plus 6s.	12 6 0	12 12 6	12 3 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Glyndale Districts.	At Yallourn.	Other Parts of Victoria.
<i>I.—Adult Females.</i>					
Under one month's experience	75	s. d.	£ s. d.	£ s. d.	£ s. d.
All others	75	16 0	9 0 0 9 16 0	9 5 0 10 1 0	8 17 6 9 13 6
When employed in a classification for which the corresponding margin in clause 26 of the Determination published in <i>Government Gazette</i> No. 309 of the 30th April, 1954, exceeded 28s. per week, but d.d. not exceed 40s. per week—75 per centum of the margin now prescribed for that classification in clause 26 hereof in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
		Additional Amounts.			
17 years of age and under	52	3 6	4 17 0	4 19 6	4 16 0
18 years of age	62	4 0	5 15 6	5 18 6	5 14 0
19 years of age	72	4 6	6 14 0	6 17 6	6 12 6
20 years of age	82	5 0	7 12 6	7 16 6	7 10 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 19 6	3 1 0	2 19 0
16 years of age	34	3 0	4 4 6	4 7 0	4 3 6
17 years of age	46	4 0	5 14 6	5 17 6	5 13 0
18 years of age	58	5 0	7 4 0	7 8 0	7 2 6
19 years of age	73	6 0	9 1 0	9 6 0	8 19 0
20 years of age	88	7 0	10 18 0	11 4 0	10 15 6

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe.

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



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No. 661]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in Government Gazette No. 47 of the 4th February, 1955, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
<i>Males.</i>	
	<i>s. d.</i>
Grinder or polisher	293 6
Electro-plater—	
1st Class	315 0
2nd Class	290 0
3rd Class	262 0
Liner or hand decorator	293 6
Coater	273 6
Spray operator	265 0
Other employees with not less than three months' experience in the metal trades industry	249 0
All others	240 0
<i>Females.</i>	
Females employed at—	
(a) hand burnishing, hand finishing, or lacquering	202 6
(b) polishing	293 6
All others { under one month's experience in the industry	180 0
{ thereafter	196 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 this Determination provided that no minor shall be employed in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour 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 provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 237s. per week, and two female apprentices to every three female workers receiving not less than 177s. 6d. per week.

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.

Period of Apprenticeship.

(e) 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.

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 wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, and in all contracts of apprenticeship hereafter made the employer shall covenant of 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.

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

		Percentage of Basic Wage.	Total Wage Payable.
		Per Week.	£ s. d.
<i>Four and Five-year Terms.</i>			
1st year	.. .. .	32	3 17 0
2nd year	.. .. .	43	5 3 0
3rd year	.. .. .	54	6 9 6
4th year	.. .. .	83	9 19 0
5th year	.. .. .	100 + 6s.	12 6 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>			
1st year	.. .. .	34	4 1 6
2nd year	.. .. .	54	6 9 6
3rd year	.. .. .	83	9 19 0
4th year	.. .. .	100 + 6s.	12 6 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.

WAGES PER WEEK OF 40 HOURS—continued.

	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Ovens and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Per Week.			s. d.	£ s. d.	£ s. d.	£ s. d.
<i>II.—Junior Females.</i>						
17 years of age and under	52	..	3 6	4 17 0	4 19 6	4 16 0
18 years of age	62	..	4 0	5 15 6	5 18 6	5 14 0
19 years of age	72	..	4 6	6 14 0	6 17 6	6 12 6
20 years of age	82	..	5 0	7 12 6	7 16 6	7 10 6
<i>III.—Junior Males.</i>						
Under 16 years of age	24	..	2 0	2 19 6	3 1 0	2 19 0
16 years of age	34	..	3 0	4 4 6	4 7 0	4 3 6
17 years of age	46	..	4 0	5 14 6	5 17 6	5 13 0
18 years of age	58	..	5 0	7 4 0	7 8 0	7 2 6
19 years of age	73	..	6 0	9 1 0	9 6 0	8 19 0
20 years of age	88	..	7 0	10 18 0	11 4 0	10 15 6
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	24	..	3 0	3 0 6	3 2 0	3 0 0
16 years of age	32	..	4 3	4 1 0	4 3 0	4 0 0
17 years of age	58	..	8 0	7 7 0	7 11 0	7 5 6
18 years of age	73	..	10 0	9 5 0	9 10 0	9 3 0
19 years of age and over	88	..	11 6	11 2 6	11 8 6	11 0 0

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

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

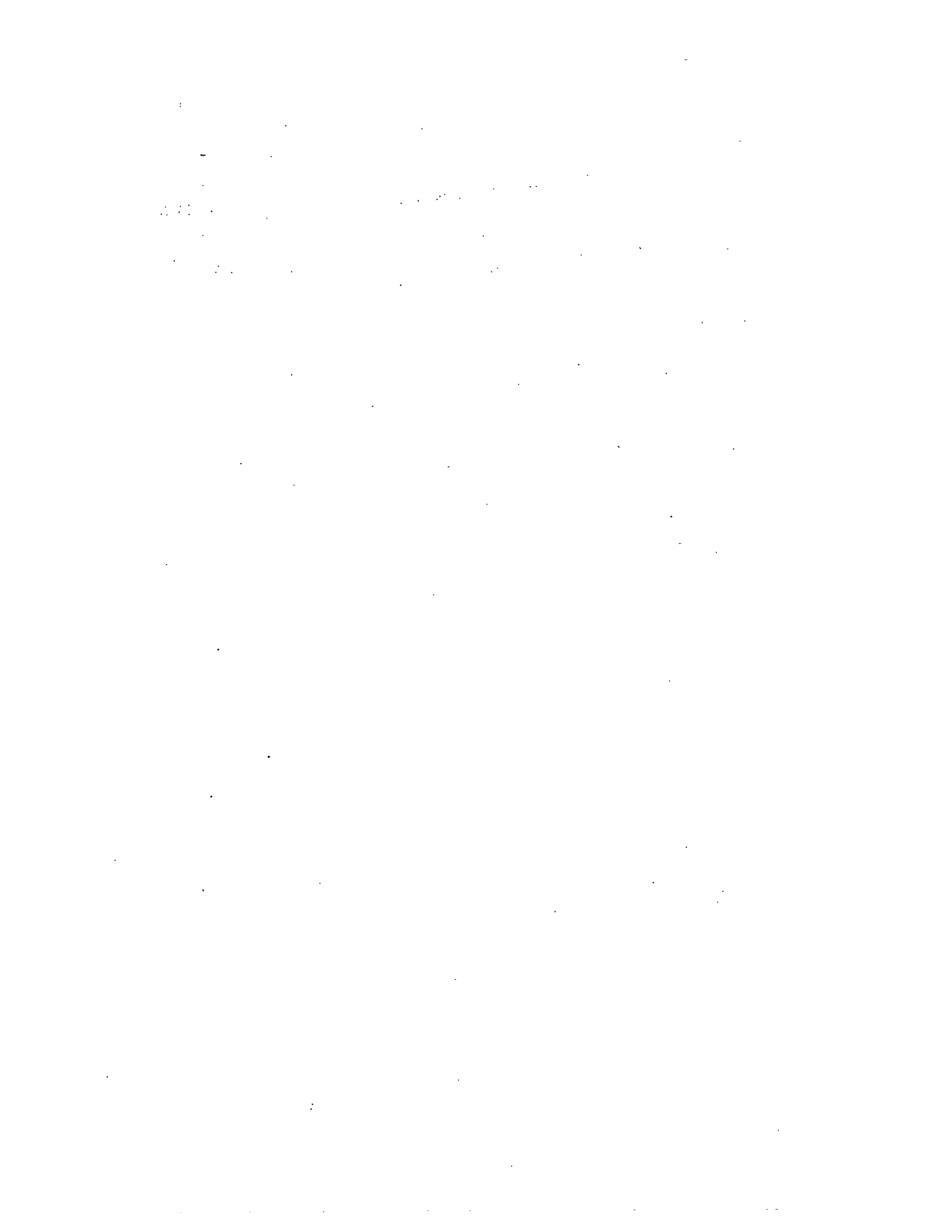
(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (x) Punching machines handling plates weighing more than 84 lb.
- (xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) 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—
 - as furnaceman or assistant to furnaceman; or
 - as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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





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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 49, of the 4th February, 1955, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Adults.	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.
File chisel whetter	14 12 6	14 19 0	14 9 6
File inspector—First class	14 7 6	14 14 0	14 4 6
File inspector (other)—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	13 12 6	13 19 0	13 9 6
Automatic file blanking machine operator—			
(a) First three months' experience as such	13 2 0	13 8 6	12 19 0
(b) Thereafter	14 7 6	14 14 0	14 4 6
File cutter—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	14 7 6	14 14 0	14 4 6
Hand hammer file forger—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	14 7 6	14 14 0	14 4 6
File tang roller—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	14 7 6	14 14 0	14 4 6
File compound controller	14 3 6	14 10 0	14 0 6
File edge grinder—			
(a) First three months' experience as such..	13 7 6	13 14 0	13 4 6
(b) Thereafter	14 2 6	14 9 0	13 19 6
File side grinder—			
(a) First three months' experience as such..	13 7 6	13 14 0	13 4 6
(b) Thereafter	14 2 6	14 9 0	13 19 6
File hardener—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	14 2 6	14 9 0	13 19 6
File point roller—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	14 2 6	14 9 0	13 19 6
File bar clipper—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	13 15 0	14 1 6	13 12 0
File roll flattener—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	13 15 0	14 1 6	13 12 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.

(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.

Prohibited Occupations.

- (c) Junior employees shall not be employed :—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;
using electric arc or oxy acetylene blow pipe.

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

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No. 663]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination made on the 15th June 1955, and in force as from the beginning of the first pay period to commence on or after the 3rd July, 1955, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
				Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 hours.
		<i>s. d.</i>			<i>s. d.</i>	
1st year's experience ..	52	124 9	1st year's experience ..	48	115 3	50 7½
2nd year's experience ..	59	141 6	2nd year's experience ..	64	153 6	
3rd year's experience ..	68	163 3	3rd year's experience ..	74	177 6	
4th year's experience ..	76	182 6	4th year's experience and	86	206 6	
5th year's experience ..	82	196 9	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age	28	67 3	Under 15 years of age	34	61 3
16 years, but under 17 years of age	32	76 9	15 years, but under 16 years of age	36	64 9
17 years, but under 18 years of age	41	98 6	16 years, but under 17 years of age	47	84 6
18 years, but under 19 years of age	57	136 9	17 years, but under 18 years of age	52	93 6
19 years, but under 20 years of age	67	160 9	18 years, but under 19 years of age	56	100 9
20 years, but under 21 years of age	76	182 6	19 years, but under 20 years of age	66	118 9
			20 years, but under 21 years of age	75	135 0

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

NOTE.—In accordance with the provisions of section 71 of the *Labour and Industry Act*, 1953, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	<i>£ s. d.</i>
<i>Males.</i>	
Furnacemen	13 18 6
Lehr attendants	13 5 0
Stickers-up to melter press shop (3 stickers-up)	13 16 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift.	
Operators on dip and blow and Y machines	13 5 0
Crackers-off on Dip and Blow and Y machines	13 5 0
Melters on side Lever press glazers and battery jar press	13 8 6
Ball blowers 1st year	13 5 0
Ball blowers 2nd year	13 15 6
Ball blowers 3rd year	14 6 0
Taker-out on side lever press	13 8 6
Assistants to journeymen	12 18 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers	13 15 0
Batch mixers' Assistants	13 6 6
Handlers of raw materials (as defined)	13 5 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	14 0 6
Packers doing other packing (as defined)	13 4 0
Packers doing nested cartons (as defined)	13 4 0
Packers doing partitioned cartons (as defined)	13 11 0
Handers-up packed case	13 4 0
Warehouse Assemblers	13 4 0
Warehousemen	13 5 0
Loaders in delivery section	13 16 6
Stackers in delivery section	13 11 0
Sorters	13 13 6
Mould paster	13 11 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels	13 4 0
Cutters-off	13 4 0
Operators on glazing machines	13 4 0
Operators on searing-off machines	13 6 6
Operators on sandblast booth	13 19 0
Acid dippers	13 9 6
Gister colour handlers	13 9 6
Sprayer	13 16 6
Other adult labour except where hereafter specified	12 18 0
<i>Females.</i>	
Adult females	9 10 0

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely :—

Journeyman.		Per Day.
		<i>s. d.</i>
Blowers—		
12" and under		67 7½
Over 12" and up to 18"		71 7½
Over 18"		78 6
Press workers—		
Press workers on general ware up to 2 lb.		64 6
Press workers on general ware 2 lb. to 5 lb.		65 10½
Press workers on general ware over 5 lb.		70 0
Dip mould workers—		
Blowers		63 9½
Gatherers		63 9½

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

	Percentage of Basic Wage.	Wages per Week.
		<i>s. d.</i>
15 years of age	35	84 0
16 years of age	43	103 3
17 years of age	55½	133 3
18 years of age	70	168 0
19 years of age	77	184 9
20 years of age	93	223 3
and thereafter the minimum wage or piecework price.		

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Wages per Week.
	<i>£ s. d.</i>
Furnacemen	11 2 0
Salt cake burners	11 2 0
Lehrmen	10 16 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	10 16 6
Salt cake burners' assistants	10 16 6
Packers packing in bags or straw	10 16 6
Sorters	10 15 6
Lister truck hands and assistants	10 14 6
All others	10 13 0

NOTES.

(1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the said Determination shall remain in force.

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No. 664]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

KNITTING TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 695 of the 13th August, 1954, shall be replaced by the following clauses:—

JUNIORS.

2. (a)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hours.
Under 16 years of age	37	4 11 0	Under 16 years of age	49	4 10 6
16 years of age	43	5 6 0	At 16 years of age	54	4 19 6
16½ years of age	47	5 15 6	At 16½ years of age	60	5 10 6
17 years of age	51	6 5 6	At 17 years of age	66	6 2 0
17½ years of age	56	6 18 0	At 17½ years of age	73	6 14 6
18 years of age	67	8 5 0	At 18 years of age	78	7 4 0
18½ years of age	74	9 2 0	At 18½ years of age	84	7 15 0
19 years of age	80	9 17 0	At 19 years of age	89	8 4 0
19½ years of age	90	11 1 6	At 19½ years of age	96	8 17 0
20 years of age	95	11 13 6	At 20 years of age	100	9 4 6
20½ years of age	100	12 6 0			

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

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

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

Proportion of Juniors.

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

3. (a) ADULT MALES.

	Wages per Week of 40 Hours.
<i>Full-fashioned Hosiery.</i>	
Assistant foreman	£ s. d. 15 1 0
Mechanic on full-fashioned machines	14 16 0
Plierer	14 7 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—	
1st year's experience	14 7 0
Thereafter	14 16 0
Welt turner and/or assistant operator on full-fashioned machines	13 16 0
Topper	13 9 0
<i>Circular Hosiery and Half-hose.</i>	
Assistant foreman	14 11 0
Leading hand	13 19 0
Mechanic	14 7 0
Knitter (including circular hose, circular half-hose, transfer (including topping and/or rib knitter))	13 15 0
<i>Underwear and Outerwear.</i>	
Assistant foreman	14 11 0
Leading hand	13 19 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines)	14 7 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines)	13 15 0
Electric machine cutter	14 1 0
Hand cutter	13 17 0
Lay-up	13 9 0
Hand knitter on flat machines	13 16 0
Warper and/or creeler	13 15 0
<i>All Sections.</i>	
<i>Throwing and Winding—</i>	
Assistant foreman	14 11 0
Leading hand	13 19 0
Mechanic	14 7 0
Yarn conditioning and/or yarn testing	13 9 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler	13 13 0
<i>Dye-house Bleach House and Scouring—</i>	
Assistant foreman	14 11 0
Leading hand	13 19 0
Man responsible for weighing dye-stuffs	13 16 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant	13 13 0
Man employed on unshrinkable process	13 13 0
<i>Press Room—</i>	
Assistant foreman	14 11 0
Leading hand	13 19 0
Board and/or press hands (including pre-boarding)	13 15 0
<i>Finishing—</i>	
Assistant foreman	14 11 0
Leading hand	13 19 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine)	13 13 0
<i>General—</i>	
Sulphur house hand (for time engaged on sulphur house work)	13 18 0
Recorder	13 9 0
Yarn supplier and/or storeman	13 9 0
Storeman and/or packer	13 9 0
Trucker and/or wheeler	13 9 0
Warehouseman	13 9 0
Oiler and/or cleaner	13 9 0
All other adult males in any section not elsewhere specified	12 9 0

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

ADULT FEMALES.

3. (b)

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Full-fashioned Hosiery.</i>			
Assistant forewoman	11 2 0	11 2 0	11 2 0
Linker	9 7 0	9 13 0	10 2 0
Seamer	9 7 0	9 13 0	10 2 0
Clocker	9 7 0	9 13 0	10 2 0
Mender	9 7 0	9 13 0	10 2 0
Invisible mender	9 7 0	9 13 0	10 2 0
Topper	9 7 0	9 13 0	10 2 0
<i>Circular Hosiery and Half-hose.</i>			
Assistant forewoman	11 2 0	11 2 0	11 2 0
Linker	9 7 0	9 13 0	10 2 0
Seamer	9 7 0	9 13 0	10 2 0
Welter and/or overlocker	9 7 0	9 13 0	10 2 0
Mender	9 7 0	9 13 0	9 19 0
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter))	9 7 0	9 13 0	9 19 0
Clocker	9 7 0	9 13 0	10 2 0
Trimmer	9 7 0	9 13 0	9 19 0
<i>Underwear and Outerwear.</i>			
Assistant forewoman	11 2 0	11 2 0	11 2 0
Electric machine cutter	9 7 0	10 5 0	11 0 0
Hand cutter	9 7 0	10 2 0	10 17 0
Layer-up	9 7 0	9 13 0	9 19 0
Trimmer (hand or machine)	9 7 0	9 13 0	9 19 0
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines)	9 7 0	9 13 0	9 19 0
Hand knitter on flat machines	9 7 0	9 13 0	10 2 0
Warper and/or creeler	9 7 0	9 13 0	10 2 0
Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell)	9 7 0	9 13 0	10 2 0
Mender	9 7 0	9 13 0	9 19 0
Hand embroiderer	9 7 0	9 13 0	10 2 0
<i>All Sections.</i>			
Throwing and Winding—			
Assistant forewoman	11 2 0	11 2 0	11 2 0
Yarn conditioning and/or yarn testing	9 7 0	9 13 0	9 19 0
Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler	9 7 0	9 13 0	9 19 0
Press Room—			
Assistant forewoman	11 2 0	11 2 0	11 2 0
Board and/or press hand (including pre-boarding)	9 7 0	9 13 0	10 2 0
Presser and/or ironer	9 13 0	9 19 0	10 2 0
Operator of steam press (namely, female employed on a steam-pressing machine)	9 15 0	10 5 0	10 15 0
Finishing—			
Assistant forewoman	11 2 0	11 2 0	11 2 0
Examiner (including fabrics)	9 7 0	9 13 0	9 19 0
Folder	9 7 0	9 13 0	9 19 0
Grader	9 7 0	9 13 0	9 19 0
Pairer	9 7 0	9 13 0	9 19 0
Sorter	9 7 0	9 13 0	9 19 0
Parceller	9 7 0	9 13 0	9 19 0
Boxer	9 7 0	9 13 0	9 19 0
Finisher	9 7 0	9 13 0	9 19 0
General—			
Recorder	9 7 0	9 13 0	9 19 0
Warehousewoman	9 7 0	9 13 0	9 19 0
All other adult females in any section not elsewhere specified	9 7 0	9 7 0	9 7 0

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

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

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No. 665]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

PAINTERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* N. 9 of the 20th January, 1955, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops or joinery mills.

2. (i)

WAGES.

(a) Apprentices and Improvers.					(b) Other Employees.		
	Apprentices Per Week of 40 hours.					Per hour.	Per Week of 40 hours.
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.			
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year	20	69 6	2 8	72 2	All classes of work	8 8½	348 4
2nd year	38	91 0	5 4	96 4			
3rd year	53	127 0	8 0	135 0			
4th year	76	182 6	10 8	193 2			
5th year	98	235 0	13 4	248 4			
Improvers.				Per Week of 40 hours.			
				<i>s. d.</i>			
1st year's experience				86 7			
2nd year's experience				115 7			
3rd year's experience				162 0			
4th year's experience				231 10			
5th year's experience				298 0			

WAGES—continued.

(a) Apprentices and Improvers.	(b) Other Employees.
PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i> One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.	
<i>* Improvers.</i> One improver to three } workers receiv- Two improvers to six } ing not less Three improvers to twelve and there- } than 34s. 4d. after one additional improver to every } per week of 40 twelve additional } hours.	

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

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

- (a) If in charge of five tradesmen as aforesaid—1s. per day;
- (b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(a) Apprentices and Improvers.					(b) Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.		
Apprentices Per Week of 40 hours.							
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.	s. d.	s. d.			s. d.
1st year	29	69 6	2 8	72 2	1st year's experience	29	69 6
2nd year	38	91 0	5 4	96 4	2nd year's experience	38	91 0
3rd year	53	127 0	8 0	135 0	3rd year's experience	53	127 0
4th year	76	182 6	10 8	193 2	4th year's experience	76	182 6
5th year	98	235 0	13 4	248 4	5th year's experience	98	235 0
Improvers.					PROPORTION.		
Per Week of 40 hours.							
				s. d.			
1st year's experience				86 7	(i) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 240s. per week of 40 hours.		
2nd year's experience				115 7	(ii) Where two or more screen tables are in operation— For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 240s. per week of 40 hours.		
3rd year's experience				162 0			
4th year's experience				231 10			
5th year's experience				298 0			
PROPORTION (BY ANY EMPLOYER).							
<i>Apprentices.</i>							
One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.							
<i>* Improvers.</i>							
One improver to three } workers receiv- Two improvers to six } ing not less Three improvers to twelve and there- } than 341s. 9d. after one additional improver to every } per week of 40 twelve additional } hours.							

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

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne;		(ii) Within 5 Miles of the Post Office at Mildura;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	8 7½	344 9	8 9½	351 3	8 6½	341 9						
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)	8 7½ 6 1	344 9 243 0	8 9½ 6 2½	351 3 249 6	8 6½ 6 0	341 9 240 0						

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Clausee, other than clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the said Determination, shall remain in force.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

PLASTIC MOULDING BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 762 of the 26th August, 1953, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	75 0	63 0	No junior shall be employed until he or she attains the age of fifteen years
16 years of age	99 0	75 0	
17 years of age	123 0	87 0	
18 years of age	159 0	111 0	
19 years of age	183 0	123 0	
20 years of age	207 0	135 0	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 253s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 253s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 188s. 0d. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 188s. 0d. per week of 40 hours.

- (a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3.

PLASTIC SECTION.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Adult Males.</i>		
1.	Employee engaged on any operation other than those set out hereunder	12 13 0
2.	Weigher and/or assembler of compounds for mixing, calendering, &c.	13 0 0
3.	Brusa machine operator	12 19 0
4.	Silk screen operator	12 19 0
5.	Wire winding machine operator	12 17 0
6.	Bunching machine operator	12 17 0
7.	Spark testing machine operator	12 19 0
8.	Lacquering machine operator	12 19 0
9.	Examiner of materials—part finished or finished products	12 19 0
10.	Operator employed on spreading machine	13 0 0
11.	Operator of embosser, plate or roller machine	13 1 0
12.	Assistant operator of embosser, plate or roller machine	12 13 0
13.	Person employed on heat sealing of plastics by any means and/or bench hands engaged in the manufacture of flexible fabricated products	12 19 0
14.	Plastic injection press operator	13 2 0
15.	Operator on clicking press and/or mechanically operated punching press	12 13 0
16.	Operator using a spray gun	12 19 0
17.	Operator on warming and/or masticating mill	12 19 0
18.	Operator on mixing mill	13 6 0
19.	Operator in charge of forcing or extruding machine	13 1 0
20.	First assistant on calender, 48 inches and over	13 3 6
21.	First assistant on calender under 48 inches	12 17 0
22.	Operator in charge of calender, 72 inches and under	13 15 0
23.	Operator in charge of calender, over 72 inches	14 0 0
24.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind of quantity of powder, pressure, temperature, and time of curing	13 17 0
25.	Plastic press operator, other	13 4 0
26.	Process worker, i.e., a person employed—	
	(a) as operator of mixing machines other than in classification numbered 18 hereof, ball and grinding machines, laminating and impregnating machines, pelleting machines, polishing and buffing machines, blowing machines, cutting machines of all types and paste moulding operators	13 2 0
	(b) in the powder room	13 2 0
<i>Adult Females.</i>		
All classifications		9 8 0
CABIN SECTION.		
<i>Adult Males.</i>		
27.	Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	13 17 0
28.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., pressure, temperature, and time of curing	13 17 0
29.	Plastic press operator, other	13 4 0
30.	Process worker, i.e., a person engaged in the drying room on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines or injection machines	13 2 0
31.	Employee engaged in any operation not set out above	12 13 0
<i>Adult Females.</i>		
All classifications		9 8 0

SPECIAL RATES.

4. (a) Employees handling carbon black before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(b) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

SHIFT RATES.

5. (a) Male employees engaged on continuous work shifts shall be paid an additional 4s. per shift on afternoon and night shift.

(b) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 6 of this Determination shall be paid an additional 4s. per shift.

(c) Females employed on continuous or rotating shifts shall be paid the following shift allowances:—

Continuous Shifts—

	s.	d.
Morning shift	2	0
Afternoon shift	3	0
Night shift	4	0

Rotating Shifts—

Afternoon shift	3	0
Night shift	4	0

(d) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(e) An employee (not having requested his employer to so work) who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (a), (b), (c) or (d) hereof.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

PLUMBERS BOARD.

Clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 11 of the 20th January, 1955, shall be replaced by the following clauses:—

PART I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	Improvers.*	
		s. d.	s. d.	s. d.			s. d.
1st year ..	29	69 8	2 8	72 2		
2nd year ..	38	91 0	5 4	96 4		
3rd year ..	53	126 0	8 0	135 0	1st year ..	82 9
4th year ..	76	182 6	10 8	193 2	2nd year ..	106 3
5th year ..	98	235 0	13 4	248 4	3rd year ..	142 4
6th year ..	100 plus 27s.	267 0	16 0	283 0	4th year ..	211 3
					5th year ..	272 11

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £17 4s. 8d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four }
Two improvers to fifteen } workers receiving not
Three improvers to thirty } less than £17 4s. 8d.
and thereafter one additional im- } per week.
prover to every seven additional }

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination

(b) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week.		Wages Per Hour.		Person employed—	Wages Per Week.		Wages Per Hour.		
	£	s.	d.	s.		d.	£	s.	d.	s.	d.
(a) Where the artificial temperature is—					(a) Where the artificial temperature is—					
Over 130° F.	21	11	5	10	9½	21	4	3	10	7½
115° F., but not exceeding										
130° F.	20	14	7	10	4½	20	7	5	10	2½
50° F. or lower	21	11	5	10	9½	21	4	3	10	7½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	19	12	11	9	9½	19	5	9	9	7½
(c) Lead burning or at lead work connected therewith	18	16	1	9	4½	18	8	11	9	2½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	17	11	10	8	9½	17	4	8	8	7½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	17	11	10	8	9½	17	4	8	8	7½
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	17	11	10	8	9½	17	4	8	8	7½

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

PART II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.

Nature of Employment.	Wages per Week of 40 Hours.
	£ s. d.
Persons employed—	
(a) Leadburning or at lead work connected therewith	17 5 0
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	16 0 9
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering	16 0 9
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	16 0 9

Provided—

- (i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.
- (ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £16 0s. 9d. per week of 40 hours.

(b) IMPROVERS.*

(i) WAGES.		(ii) PROPORTION (within any factory or place).
Per Week of 40 Hours.		
	s. d.	
1st year	82 9	One improver to four Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional } workers receiving not less than £16 0s. 9d. per week
2nd year	106 3	
3rd year	142 4	
4th year	211 3	
5th year	272 11	
and thereafter the minimum wage.		

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I., and clauses 1 and 2 of Part II. of the said Determination, shall remain in force.





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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

PRINTERS BOARD.

Clause 2, 3 and 4 of the Determination, published in *Government Gazette* No. 96 of the 28th March, 1955, shall be replaced by the following clauses:—

2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	16 17 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	15 15 0
	(b) For a second period of six months' probation	16 2 6
	(c) Thereafter the rate for a machine compositor.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES—continued.		
		£ s. d.
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	16 17 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	15 15 0
5	Operator of a Wells' cross-rule form machine	16 17 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	13 18 9
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine	15 15 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	13 18 9
9	Proof reader and/or reviser	16 2 6
10	Copy holder	13 6 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor)	15 15 0
12	Electrotypist (which shall include an employee preparing lead for matrix moulding purposes)	15 15 0
13	Stereotypist	15 15 0
14	Engraver on wood or metal	15 15 0
15	Letterpress machinist	15 15 0
16	Railway ticket printer—single machine	14 8 9
17	Railway ticket printer—multiple machine	14 13 9
18	Machinist working a flat-bed machine printing from a reel	15 15 0
19	Letterpress rotary machinist	15 15 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	14 3 9
21	Collapsible tube printing machinist	15 15 0
22	Universal process machine operator	15 15 0
28	Lithography—	
	(a) Artist and/or designer	16 8 9
	(b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer—down on lithographic metal plate	15 18 9
	(c) Lithographic pressman and/or lithographic manual transferer	15 15 0
	(d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates	13 8 0
	(Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	
	(e) Lithographic machinist, including lithographic tin printer	15 15 0
24	Photogravure machinist	15 15 0
25	Bookbinder	15 15 0
26	Marbler	15 15 0
27	Hand indexer	15 15 0
28	Blooker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	15 15 0
29	Finisher	15 15 0
30	Pocket-book maker	15 15 0
31	Ticket maker, turned-in work	15 15 0
32	Blotting pad maker	15 15 0
33	Portfolio maker	15 15 0
34	Person engaged in sawing and/or rolling books	15 15 0
35	Loose sheet cover maker	15 15 0
36	Edge-gilder	15 15 0
37	Leather cutter	15 15 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	13 11 6
39	Embossing machinist, i.e., an employee working a power-operated self-inking embossing machine	15 15 0
40	Map and plan moulder and/or varnisher	15 15 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	15 15 0
42	Guillotine machine operator	15 15 0
43	Employee operating a milk bottle wad making machine	13 17 6
44	Waxer	13 13 0
45	Sheet varnishing and/or sheet gumming machinist	13 8 0
46	Rotary reel gumming machinist	13 11 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping	13 4 0
48	Printing ink mixer and/or maker	13 5 0
49	Bronzing machine operator	13 8 0
50	Roller maker	13 5 0
51	Feeder on any kind of machine	13 0 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		<i>£ s. d.</i>
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	15 10 9
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	15 10 9
54	Storeman	13 8 0
55	Packer and/or despatcher	13 8 0
56	Any other adult male	12 16 0
57	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES: <i>(Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	10 6 0
2	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	10 6 0 10 5 0
3	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	10 4 0 10 4 0
4	Female hand or machine sewer and taker down or repairer of letterpress work	10 4 0
5	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	10 4 0
6	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	10 4 0
7	Female copy holder	10 4 0
8	Female embosser	10 5 0
9	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	10 4 0
10	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	10 8 0 10 19 6 11 7 0
11	Female employee not otherwise specified	9 12 6

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: Provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

	Third Column. Weekly Wage.
Where the work is performed by a male junior, not being an apprentice :	£ s. d.
Under 15 years of age	2 16 6
Between 15 and 16 years of age	3 9 0
Between 16 and 17 years of age	4 9 6
Between 17 and 18 years of age	6 0 6
Between 18 and 19 years of age	7 11 0
Between 19 and 20 years of age	9 4 6
Between 20 and 21 years of age	10 17 6
Where the work is performed by a male apprentice :	
First year	3 11 0
Second year	5 2 6
Third year	5 18 0
Fourth year	7 1 6
Fifth year	8 13 0
Sixth year	11 16 0
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work ; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience	3 1 0
Second year's experience	4 1 6
Third year's experience	5 2 0
Fourth year's experience	6 2 6
Fifth year's experience	7 13 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses other than clauses 2, 3, and 4, of the said Determination shall remain in force, provided that the words "in addition to the piece-work rates set out in this Schedule a piece worker shall be paid 150s. 9d. for each full week or a *pro rata* amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition, shall be amended by the substitution of the amount of 156s. 4½d. for the said amount of 150s. 9d.



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Labour and Industry Act 1953.

DETERMINATION OF THE GROCERS' SUNDRIES 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 now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing maize products, glucose, or honey;
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;
- (g) manufacturing matches or match boxes"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		s. d.			s. d.
Under 16 years of age	42	101 0	Under 16 years of age	52	93 6
16 years of age and under 17 years of age	47	113 0	16 to 17 years of age	54	97 0
17 years of age and under 18 years of age	56	134 6	17 to 18 years of age	66	119 0
18 years of age and under 19 years of age	66	158 6	18 to 19 years of age	74	133 0
19 years of age and under 20 years of age	77	185 0	19 to 20 years of age	86	155 0
20 years of age and under 21 years of age	92	221 0	20 to 21 years of age	97	174 6

PROPORTION (within any Factory or Place).

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

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

Candle or Soap and Soda Sections.

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

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—
At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.
- In the Starch, Starch Products and Cornflour section of the industry—
At any class of work filling, weighing, labelling and casing starch.
- In the Soap and Soap Powders and Soap Extract sections of the industry—
At wrapping of packing washing soap or soap extract.
- In the Candles section of the industry—
At packing candles in boxes or wrapping or labelling candles.
- In the Polishing Materials section of the industry—
At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b) OTHER EMPLOYEES (SEE NOTE).

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	14 9 0	14 6 0
Honey blenders	14 9 0	14 6 0
Men roasting and/or grinding and who mix or blend coffee or chicory	13 16 6	13 13 6
Assistant millers	13 12 0	13 9 0
Coffee essence makers	13 12 0	13 9 0
Bagged goods, carriers and/or stackers	13 12 0	13 9 0
Cellarmen in charge and working at loading, unloading and despatching by-products	13 12 0	13 9 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	13 11 6	13 8 6
Roasters of other commodities than coffee or chicory	13 11 6	13 8 6
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	13 10 0	13 7 0
Mixers or blenders	13 9 0	13 6 0
Kilnmen and/or bleachers	13 4 6	13 1 6
Mill hands	13 2 0	12 19 0
Men engaged drawing off finished products and/or by-products in cereal mills	13 2 0	12 19 0
Men engaged at oat cleaning and/or grading	13 2 0	12 19 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—16s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	14 9 0	14 6 0
Assistant millers	13 12 0	13 9 0
Men in charge of and actually working at rice starch macerator and or centrifugals and/or briquetting and/or pumping operations	13 12 0	13 9 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	13 12 0	13 9 0
Steepmen	13 7 0	13 4 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	13 5 0	13 2 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	13 4 6	13 1 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	13 2 0	12 19 0
Men grinding starch and/or cornflour	13 2 0	12 19 0
Mill hands	13 2 0	12 19 0
Starch and/or cornflour shovellers	13 2 0	12 19 0
Leading hand—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	14 9 0	14 6 0
Assistant millers	13 12 0	13 9 0
Mill hands	13 2 0	12 19 0
Men engaged drawing off broken rice, bran, straw, and/or rice	13 2 0	12 19 0
Men engaged taking off and/or sewing and/or stacking rice	13 2 0	12 19 0
Rice meal rammers	13 2 0	12 19 0
Rice hull packers	13 2 0	12 19 0
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	13 12 0	13 9 0
Convertor men	13 12 0	13 9 0
Flour mixers or men feeding mixers and/or bagging dry gluten	13 7 0	13 4 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	13 4 6	13 1 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	13 4 6	13 1 6
Pumpmen	13 2 0	12 19 0
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	14 15 0	14 12 0
Paste makers	13 3 0	13 0 0
Hydraulic press attendants	13 3 0	13 0 0
Women working in dough room and vermicelli twisting and spaghetti spreading	9 17 6	9 15 0
All other male adults	12 17 0	12 14 0
All other female adults	9 12 6	9 10 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	14 2 6	13 19 6
Men in charge of and working rollers	14 2 6	13 19 6
Men in charge of and working at toasting flakes or biscuits (oven men)	14 2 6	13 19 6
Grinding and milling machinists	13 3 0	13 0 0
Fillers and/or makers	13 3 0	13 0 0
Pressman	13 3 0	13 0 0
Conveyor workers	13 3 0	13 0 0
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	14 9 0	14 6 0
Vacuum pan attendants	13 12 0	13 9 0
Men operating and in charge of grain crushers, mixing and filling machines	13 10 0	13 7 0
Men working at and in charge of dehydrators	13 10 0	13 7 0
Man working at and in charge of store	13 8 0	13 5 0
Man working at and in charge of spent grain bins	13 8 0	13 5 0
All other adult males	13 4 0	13 1 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	14 9 0	14 6 0
Man engaged on cornflour packing machine	13 16 6	13 13 6
Convertor men	13 12 0	13 9 0
Man in charge of and working at macerators	13 12 0	13 9 0
Vacuum pans men	13 12 0	13 9 0
Men in charge of and working in drip rooms	13 12 0	13 9 0
Dextrine and/or custard mixer and/or blender	13 9 0	13 6 0
Weighbridge attendants	13 9 0	13 6 0
Steepmen	13 9 0	13 6 0
Millers' assistants	13 7 0	13 4 0
Feed dryers	13 7 0	13 4 0
Silk reel repairers	13 4 6	13 1 6
Men engaged on char filters	13 4 6	13 1 6
Char kilnmen	13 4 6	13 1 6
Oliver filtermen	13 4 6	13 1 6
Oil expeller men	13 4 6	13 1 6
Reels and cracker men	13 4 6	13 1 6
Neutralizer men	13 4 6	13 1 6
Drip room men	13 4 6	13 1 6
Maize receiving and cleaning operators	13 2 0	12 19 0
Sample men	13 2 0	12 19 0
Liquor pressers	13 2 0	12 19 0
Feed press valve men	13 2 0	12 19 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	13 2 0	12 19 0
Flushing system men	13 2 0	12 19 0
Paddlers	13 2 0	12 19 0
Pumpmen	13 2 0	12 19 0
Starch-house kilnmen	13 2 0	12 19 0
Polly feed and/or oil meal baggers and sewers	13 2 0	12 19 0
Bulk cornflour baggers and sewers	13 2 0	12 19 0
Assistant operators on macerators	13 2 0	12 19 0
Yardmen	13 2 0	12 19 0
Women employed at scraping starch	9 17 6	9 15 0
Women employed on custard powder filling machines	9 17 6	9 15 0
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All other female adults	9 12 6	9 10 0
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	13 2 0	12 19 0
Man in charge of liquefying tallow	13 15 0	13 12 0
Assistant liquefying tallow	13 6 6	13 3 6
Operator of bleaching plant	13 4 6	13 1 6
Operator of pumps and/or blowers	13 2 0	12 19 0
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	14 1 6	13 18 6
Operator of filter presses and/or reagent-making plant	14 1 6	13 18 6
Operator of fatty acid stills	14 1 6	13 18 6
Stillman's assistant and/or pumpman	13 4 6	13 1 6
Cupboard runners	13 7 0	13 4 0
Press room ganger (or charge hand in press room)	14 1 6	13 18 6
Operator in charge of black acid presses	13 2 0	12 19 0
Operator of oliver filters	14 1 6	13 18 6
Pumpman	13 4 6	13 1 6
Storeman in oliene store	13 3 0	13 0 0
Vatmen treating stearine	13 7 0	13 4 0
Candle moulder—after 12 months' experience	13 7 6	13 4 6
Candle moulder with less than 12 months' experience	13 2 0	12 19 0
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metsco, i.e., Meta-Silicate manufacture)	13 11 6	13 8 6
Soda crystal maker	13 7 0	13 4 0
Assistant soda crystal maker	13 2 0	12 19 0
Assistant soap maker	14 9 0	14 6 0
Soap pumpmen	13 7 0	13 4 0
Lye runner	13 2 0	12 19 0
Operator of power mixers and/or crutchers	13 10 0	13 7 0
Soap crutcher by hand	13 4 0	13 1 0
Soap cutting machinist	13 4 0	13 1 0
Head soap cutter by hand	13 4 0	13 1 0
Soap cutter by hand	12 19 6	12 16 6
Stampers by foot or hand	13 2 0	12 19 0
Operator of automatic stamping, wrapping, or packing machines	13 2 0	12 19 0
Operator of automatic soap dryers	13 2 0	12 19 0
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
Milling of Toilet Soap—		
Milling room foreman	13 11 6	13 8 6
Man in charge of, and actually milling soap	13 10 0	13 7 0
Soap miller	13 2 0	12 19 0
Mixing and/or blending toilet soap chips	13 2 0	12 19 0
Pulverising and/or dressing pulverized soap	13 2 0	12 19 0
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
	£ s. d.	£ s. d.
Operator of power mixer and/or crutcher	13 10 0	13 7 0
Operator of soap power mill	13 10 0	13 7 0
Truckers and assistants to operators of mixers, crutchers or mills	13 0 0	12 17 0
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	14 1 6	13 18 6
Assistant operator of evaporators	13 4 6	13 1 6
Operator of glycerine stills	14 1 6	13 18 6
Men preparing charcoal for refining glycerine	13 4 6	13 1 6
Filter press hand	13 2 0	12 19 0
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 14.—Soap Section—General.</i>		
Tackle hands	14 0 0	13 17 0
All others in maintenance gang	13 12 6	13 9 6
Yardmen	13 3 0	13 0 0
Leading hands—15s. per week additional for (a) maintenance gang 15s. per week additional for (b) yard gang		
<i>Division 15.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials— Men in charge of and actually working at mixing and/or blending boot polishes, boot blackening, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	14 15 0	14 12 0
Mill hands as defined	13 16 6	13 13 6
Men working at mixing and/or blending boot polishes, boot creams, boot blackening, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	13 4 0	13 1 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0
<i>Division 16.—Dried Fruits.</i>		
Employees engaged in the preparation for sale of dried fruits—		
Man in charge of prunes	13 9 0	13 6 0
Man in charge of tree fruits (packing department)	13 9 0	13 6 0
Man in charge of dehydrator and/or seeding machine	13 7 0	13 4 0
Man in charge of steam retorts	13 7 0	13 4 0
All other male employees	13 3 0	13 0 0
<i>Division 17.—Peanuts.</i>		
Roaster, man in charge	14 9 0	14 6 0
Cooker, man in charge	14 2 6	13 19 6
<i>Division 18.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	13 9 6	13 6 6
Skillet and/or splint choppers	14 3 0	14 0 0
Paste makers	13 7 0	13 4 0
Wax mixers	13 7 0	13 4 0
Slitters	13 11 6	13 8 6
Gum grinders	13 7 0	13 4 0
Dogmen	13 15 0	13 12 0
Painting machine attendants (men)	13 7 0	13 4 0
Men operating two-way soorers	13 11 6	13 8 6
Leading hands—15s. per week additional		
All other male adults	12 17 0	12 14 0
All female adults	9 12 6	9 10 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 19.—Steel Wool Products.</i>		
Males.		
Steel wool machinist	13 15 0	13 12 0
Knife grinder	13 15 0	13 12 0
All others	12 17 0	12 14 0
Leading hand—additional amount above rate paid to the highest classification under his control—15s.		
Females.		
Packing machine attendant	9 17 6	9 15 0
Hand Packing	9 12 6	9 10 0
All others	9 12 6	9 10 0
<i>Division 20.—General.</i>		
The provision in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated.		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder namely—		
(i) one, two, three, four, five or six such persons	14 13 0	14 10 0
(ii) seven or more such persons	15 13 0	15 10 0
(b) Works singly	14 10 0	14 7 0
(c) Storemen and/or packers	14 3 6	14 0 6

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Coocoe cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

Note.—After three months' employment adult male employees shall be paid an additional 5s. per week and adult females employees an additional 8s. 9d. per week. Such amounts shall be regarded as part of the ordinary weekly wage for all purposes of this Determination. Provided that these additional rates shall not apply to employees classified in Division 19 as steel wool machinist and knife grinder and all employees classified in Division 20.

DEFINITIONS.

3. For the purposes of this Determination, unless a contrary intention appears:—

- Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods;
- Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods;
- Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers;
- Coocoe Cleaner by present methods means as at year 1943;
- Digester means an employee in charge of and actually working a digester;
- Employee means a person who is employed by an employer;
- Employer means an employer upon whom this Determination is made binding;
- Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocoa and all kinds of goods commonly known as grocers' sundries;
- Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees;
- Miller means an employee in charge of one or more grinding departments;
- Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines;
- Milling room foreman means an employee in charge of and actually working at the milling of soap;
- Mill hand means an employee working at a mill used for grinding of moulders' blacking, moulder's plumbago preparations, charcoal or coal dust;
- Mixer or blender means an employee in charge of and working in one or more mixing or blending departments;
- Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month;

Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' plumbago preparations, grinding charcoal or coal dust;
 Soapmakers' assistant means an employee who is occasionally a soap boiler;
 The Union means the Manufacturing Grocers Employees' Federation of Australia;
 Year means a period of twelve complete months commencing on 25th December, in each year.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

4. (a) Employees may be engaged by the week and when so engaged must 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 employees affected.

(b) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.

(c) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

Casual Employment.

(d) A casual employee is one employed for 20 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 20 hours in the succeeding week or where his non-employment for more than 20 hours is wholly attributable to causes over which the employer has no control. A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

PIECEWORK.

5. (a) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers, or juveniles.

(b) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly piecework employee shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.

(e) A list of piecework or bonus rates shall be posted in the relevant department.

(f) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

SHIFT WORKERS.

6. (a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.

(d) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union.

(e) Shift workers entitled to payment for any period under the provisions of clauses 13, 17 or 18 shall be paid the amount to which they would have been entitled for such period had they worked exclusive of overtime.

MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate of wages.

HOURS.

8. The maximum ordinary hours shall not exceed 40 per week.

STARTING AND FINISHING TIMES.

9. (a) Except for shift workers ordinary hours shall be worked in five days of not more than 8 hours 48 minutes each, continuously (except for breaks for meals) between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Union.

(b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

EMERGENCY PROVISIONS.

9A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

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

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

- (1) for day work on day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

- (4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.
- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

OVERTIME.

10. (a) All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.

(b) Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.

(c) Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.

(d) Shift workers on second or third shifts shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.

(e) Any employee required to work on a Saturday, Sunday or holiday shall be paid as for a minimum of three hours unless otherwise agreed upon at the prescribed rate of pay.

MEAL TIME.

11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.

(b) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than 5 hours without a break for a meal.

REST PERIOD.

12. Women workers shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

HOLIDAYS AND SUNDAYS.

13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.

(b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.

(c) The following holidays shall be allowed to all weekly employees without any deduction from pay :—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the days respectively.

(d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.

(e) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.

(f) When Christmas Day, Boxing Day, or New Year's Day, or a substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days, if they are not otherwise paid for such days.

(g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

LIMITATION OF EMPLOYEE'S LIABILITY.

15. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not recover from his employer any further sums in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

MEAL MONEY.

16. Should an employee be required to work overtime for a period of two hours or more after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 4s. for each meal required if the expense is incurred.

SICK LEAVE.

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

- (i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.
- (ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.
- (iii) He or she shall within twenty-four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.
- (iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Chief Inspector of Factories) that he or she was unable on account of illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence.
- (v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.
- (vi) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (v) 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 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.

(b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

ANNUAL HOLIDAY.

18. 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.

WOMEN WORKERS—WEIGHT CARRYING.

19. No woman worker over the age of 18 years shall be required to carry more than 30 lbs. in weight.

MATCH FACTORY FRAMES.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

CONDITIONS APPLICABLE TO DIVISIONS 9, 10, 11, 12, 13 AND 14 OF CLAUSE 2 (b).

21. Any male worker under 21 years of age whose work involves—

- (i) lifting any weight in excess of 1 cwt.; or
- (ii) slabbing abrasive soap; or
- (iii) stripping soap frames; or
- (iv) entering driers; or
- (v) handling caustic soda or any other corrosive substance;

shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

DRIED FRUITS SECTION—BOOTS AND OVERALLS.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines; all males shall be paid an allowance of 5s. annually for overalls.

SUPPLY OF MATERIALS.

23. The undermentioned materials shall be provided free of charge by every employer:

- (i) All necessary tools of trade which shall be kept in good repair by the employer.
- (ii) Goggles for employees engaged in work injurious to the eyes.
- (iii) Uniforms required by the employer to be worn by the employee: Women and girls shall be provided with overalls.

DESTRUCTION OF CLOTHING.

24. Where satisfactory evidence is produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

MEAL ROOMS.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employer's expense.

FIRST AID.

26. (a) A first aid ambulance chest shall be placed in some accessible place upon the premises and such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

(b) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix extra remuneration (if any) to be paid to such employee according to individual circumstances and notify the Union.

RIGHT OF ENTRY OF UNION OFFICIALS.

27. (a) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(b) A duly accredited representative of the Union shall have the right to enter employer's factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) That he gives 24 hours' notice to the management of his intention to interview employees.
- (ii) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (iii) That he interviews employees only at the place where they are taking their meal.

POSTING OF DETERMINATION AND NOTICES.

28. (a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.

(b) A copy of this Determination shall be posted in a conspicuous place in each factory.

SHOP STEWARDS.

29. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

TERMINATION OF EMPLOYMENT.

30. (a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

PERIODICAL ADJUSTMENT OF WAGES.

31. (a) *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to the provisions of section 33 of the *Labour and Industry Act, 1953*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Non-adjustable).	Total Industry Male Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
In all parts of Victoria except Ballarat and Bendigo Districts	12 0 0	5 0	12 5 0	Melbourne
Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne				

Adult Females.—The minimum payment to be made by employers to adult female employees shall be at the rate of the total of the Industry Base Female Wage indicated in the third column of the table hereunder and, according to the class of work performed by such employees the amount assigned in clause 33 as being payable as an additional payment for work of that class—

Table.

Column. Basic Wage (Adjustable).	Column 2. Industry Loading (Not Adjustable).	Column 3. Industry Base Female Wage.
Per Week.	Per Week. £ s. d.	
An amount, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded), equivalent to 75 per cent. of the basic wage applicable in the case of adult male employees in accordance with clause 32.	0 5 0	The total of the amounts indicated in columns 1 and 2 of this table

(b) After three months' employment adult male employees shall be paid an additional 5s. per week and adult female employees an additional 3s. 9d. per week. Such amounts shall be regarded as part of the ordinary weekly wage for all purposes of this Determination. Provided that these additional rates shall not apply to employees classified in Division 19 as steel wool machinist and knife grinder and all employees classified in Division 20.

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 November, 1955, the amounts of the basic wage ingredient shall be as prescribed in clause 31.

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

Junior Employees.

(d) The wages of apprentices, improvers and 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.

MARGINAL RATES.

33. In addition to the total base rate and additional amount as provided in clause 31 of this Determination the following margins shall be the minimum rates payable to adults engaged in the occupations named.

	Margin per Week.
<i>Division 1.—Grocers' Sundries.</i>	
	<i>s. d.</i>
Employees engaged in the manufacture of grocers' sundries—	
Stonedressers and/or millers	44 0
Honey blenders	44 0
Men roasting and/or grinding and who mix or blend coffee or chicory	31 6
Assistant millers	27 0
Coffee essence makers	27 0
Bagged goods carriers and/or stackers	27 0
Cellarmen in charge and working at loading, unloading and despatching by-products	27 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	26 6
Roasters of other commodities than coffee or chicory	28 6
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger	25 0
Mixers or blenders	24 0
Kilnmen and/or bleachers	19 6
Mill hands	17 0
Men engaged drawing off finished products and/or by-products in cereal mills	17 0
Men engaged at oat cleaning and/or grading	17 0
All other male adults	12 0
All female adults	7 6
<i>Division 2.—Starch, Starch Products and Cornflour.</i>	
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—	
Stonedressers and/or millers	44 0
Assistant millers	27 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	27 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	27 0
Steepmen	22 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels	20 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	19 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	17 0
Men grinding starch and/or cornflour	17 0
Mill hands	17 0
Starch and/or cornflour shovellers	17 0
All other male adults	12 0
All female adults	7 6

MARGINAL RATES—continued.

	Margin per Week.
	s. d.
<i>Division 3.—Rice.</i>	
Employees engaged in the manufacture and preparation for sale of rice and rice products—	
Stonedressers and/or millers	44 0
Assistant millers	27 0
Mill hands	17 0
Men engaged drawing off broken rice, bran, straw, and/or rice	17 0
Men engaged taking off and/or sewing and/or stacking rice	17 0
Rice meal rammers	17 0
Rice hull packers	17 0
All other male adults	12 0
All female adults	7 6
<i>Division 4.—Gluten, Glucose and Allied Products.</i>	
Employees engaged in the manufacture and preparation for sale of gluten, glucose, and allied products—	
Vacuum pan men	27 0
Convertor men	27 0
Flour mixers or men feeding mixers and/or bagging dry gluten	22 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	19 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	19 6
Pumpmen	17 0
All other male adults	12 0
All female adults	7 6
<i>Division 5.—Macaroni and Allied Products.</i>	
Employee engaged in the manufacture and preparation for sale of macaroni and allied products—	
Employees engaged drying macaroni, vermicelli and allied products	50 0
Paste makers	18 0
Hydraulic press attendants	18 0
Women working in dough room and vermicelli twisting and spaghetti spreading	12 6
All other male adults	12 0
All other female adults	7 6
<i>Division 6.—Cereal Breakfast Foods.</i>	
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—	
Men in charge of and working cereal cookers	37 6
Men in charge of and working rollers	37 6
Men in charge of and working at toasting flakes or biscuits (oven men)	37 6
Grinding and milling machinists	18 0
Fillers and/or makers	18 0
Pressmen	18 0
Conveyor workers	18 0
All other male adults	12 0
All female adults	7 6
<i>Division 7.—Malt Extract.</i>	
Employees engaged in the manufacture and preparation for sale of malt extract—	
Leading vacuum pan attendants	44 0
Vacuum pan attendants	27 0
Men operating and in charge of grain crushers, mixing and filling machines	25 0
Men working at and in charge of dehydrators	25 0
Man working at and in charge of store	23 0
Man working at and in charge of spent grain bins	23 0
All other adult males	19 0
<i>Division 8.—Maize Products.</i>	
Millers and/or stonedressers	44 0
Man engaged on cornflour packing machine	31 8
Convertor men	27 0
Man in charge of and working at macerators	27 0
Vacuum pan men	27 0
Men in charge of and working in drip rooms	27 0
Dextrine and/or custard mixer and/or blender	24 0
Weighbridge attendants	24 0
Steepmen	24 0
Millers' assistants	22 0
Feed dryers	22 0
Silk reel repairers	19 6
Men engaged on char filters	19 6
Char kilnmen	19 6
Oliver filtermen	19 6
Oil expeller men	19 6

MARGINAL RATES—continued.

	Margin per Week.
	s. d.
<i>Division 8.—Maize Products—continued.</i>	
Reels and cracker men	19 6
Neutralizer men	19 6
Drip room men	19 6
Maize receiving and cleaning operators	17 0
Sample men	17 0
Liquor presses	17 0
Feed press valve men	17 0
Cones men	17 0
Flushing system men	17 0
Paddlers	17 0
Pumpmen	17 0
Starch house kilnmen	17 0
Polly feed and/or oil meal baggers and sewers	17 0
Bulk cornflour baggers and sewers	17 0
Assistant operators on macerators	17 0
Yardmen	17 0
Women employed at scraping starch	12 6
Women employed on custard powder filling machines	12 6
All other male adults	12 0
All other female adults	7 6
<i>Division 9.—Tallow.</i>	
Employees engaged in preparation of tallow—	
Tallow samplers	17 0
Man in charge of liquefying tallow	30 0
Assistant liquefying tallow	21 6
Operator of bleaching plant	19 6
Operator of pumps and/or blowers	17 0
All other male adults	12 0
All female adults	7 6
<i>Division 10.—Fatty Acids and Candles.</i>	
Operator of tallow splitting vats	36 6
Operator of filter presses and/or reagent-making plant	36 6
Operator of fatty acid stills	36 6
Stillman's assistant and/or pumpman	19 6
Cupboard runners	22 0
Press room ganger (or charge hand in press room)	36 6
Operator in charge of black acid presses	17 0
Operator of oliver filters	36 6
Pumpman	19 6
Storeman in oliene store	18 0
Vatmen treating stearine	22 0
Candle moulder—after 12 months' experience	22 6
Candle moulder with less than 12 months' experience	17 0
All other male adults	12 0
All female adults	7 6
<i>Division 11.—Soap and Soda.</i>	
Employees engaged in the manufacture and preparation for sale of soap and soda—	
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	26 6
Soda crystal maker	22 0
Assistant soda crystal maker	17 0
Assistant soap maker	44 0
Soap pumpmen	22 0
Lye runner	17 0
Operator of power mixers and/or crutchers	25 0
Soap crutcher by hand	19 0
Soap cutting machinist	19 0
Head soap cutter by hand	19 0
Soap cutter by hand	14 6
Stampers by foot or hand	17 0
Operator of automatic stamping, wrapping, or packing machines	17 0
Operator of automatic soap dryers	17 0
All other male adults	12 0
All female adults	7 6
Milling of Toilet Soap—	
Milling room foreman	26 6
Man in charge of, and actually milling soap	25 0
Soap miller	17 0
Mixing and/or blending toilet soap chips	17 0
Pulverizing and/or dressing pulverized soap	17 0
All other male adults	12 0
All female adults	7 6

MARGINAL RATES—continued.

	Margin per Week.
	s. d.
<i>Division 12.—Soap Powders and Soap Extracts.</i>	
Operator of power mixer and/or crutcher	25 0
Operator of soap powder mill	25 0
Truckers and assistants to operators of mixers, crutchers or mills	15 0
All other male adults	12 0
All female adults	7 6
<i>Division 13.—Glycerine.</i>	
Operator of evaporators	36 6
Assistant operator of evaporators	19 6
Operator of glycerine stills	36 6
Men preparing charcoal for refining glycerine	19 6
Filter press hand	17 0
All other male adults	12 0
All female adults	7 6
<i>Division 14.—Soap Section—General.</i>	
Tackle hands	35 0
All others in maintenance gang	27 6
Yardmen	18 0
<i>Division 15.—Polishing Materials.</i>	
Employees engaged in the manufacture and preparation for sale of polishing materials—	
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	50 0
Mill hands as defined	31 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	19 0
All other male adults	12 0
All female adults	7 6
<i>Division 16.—Dried Fruits.</i>	
Employees engaged in the preparation for sale of dried fruits—	
Man in charge of prunes	24 0
Man in charge of tree fruits (packing department)	24 0
Man in charge of dehydrator and/or seeding machine	22 0
Man in charge of steam retorts	22 0
All other male employees	18 0
<i>Division 17.—Peanuts.</i>	
Roaster, man in charge	44 0
Cooker, man in charge	37 6
<i>Division 18.—Matches.</i>	
Employees engaged in the manufacture and preparation for sale of matches—	
Compo-mixers	24 6
Skillet and/or splint choppers	38 0
Paste makers	22 0
Wax mixers	22 0
Slitters	26 6
Gum grinders	22 0
Dogmen	30 0
Painting machine attendants (men)	22 0
Men operating two-way scorers	26 6
All other male adults	12 0
All female adults	7 6
<i>Division 19.—Steel Wool Products.</i>	
Males.	
Steel wool machinist	30 0
Knife grinder	30 0
All others	12 0
Females.	
Packing machine attendant	12 6
Hand packing	7 6
All others	7 6

MARGINAL RATES—*continued.*

	Margin per Week.
<i>Division 20—General.</i>	<i>s. d.</i>
<p>The provisions in this division of this clause shall apply in all sections of the industry covered by this Determination except where otherwise stated.</p> <p>Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—</p>	
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—	
(i) one, two, three, four, five or six such persons	48 0
(ii) seven or more such persons	68 0
(b) Works singly.. .. .	45 0
(c) Storemen and/or packers	38 6

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

J. V. WILLOX, Secretary.

Melbourne, 4th August, 1955.

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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GENERAL BOARD.

(Abrasives Section.)

Clause 2 of the Determination for this Section, published in *Government Gazette* No. 177 of the 6th April, 1954, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Amount.	(b) Other Employees.
			<i>Abrasive Paper or Cloth.</i>
			<i>Males.</i>
			<i>s. d.</i>
<i>Males.</i>		<i>s. d.</i>	
1st years' experience	22	53 0	
2nd years' experience	31	74 6	
3rd years' experience	42	101 0	
4th years' experience	57	137 0	
5th years' experience	73	175 0	
6th years' experience	84	201 6	
7th years' experience	90	216 0	
and thereafter the minimum wage.			
			<i>Females.</i>
			All adults 180 0
			<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>
			<i>s. d.</i>
			<i>s. d.</i>
Head burners		253 0	
Other burners		249 0	
Surficers of abrasive articles		246 0	
All others		243 0	

WAGES PER WEEK OF 40 HOURS—*continued.*

	Percentage of Female Basic Wage.	Amount.
<i>Females.</i>		
1st six months' experience	23	s. d. 41 6
2nd six months' experience	30	54 0
3rd six months' experience	34	61 0
4th six months' experience	41	74 0
5th six months' experience	45	81 0
6th six months' experience	52	93 6
7th six months' experience	57	102 6
8th six months' experience	65	117 0
and thereafter the minimum wage.		
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.		
(a) <i>Abrasive Paper or Cloth.</i>		
One improver to each person of the same sex receiving not less than the minimum wage.		
(b) <i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>		
Two improvers to the first adult employed, and thereafter one improver to each adult.		

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

WAGES PER WEEK OF 40 HOURS—*continued.*

(a) Improvers— <i>continued.</i>		
	Percentage of Female Basic Wage.	Amount.
<i>Females.</i>		
		<i>s. d.</i>
1st six months' experience	23	41 6
2nd six months' experience	30	54 0
3rd six months' experience	34	61 0
4th six months' experience	41	74 0
5th six months' experience	45	81 0
6th six months' experience	52	93 6
7th six months' experience	57	102 6
8th six months' experience	65	117 0
and thereafter the minimum wage.		
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.		
One improver to each person of the same sex receiving not less than the minimum wage.		

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



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 168 of the 2nd April, 1954, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
Males		Females.					
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.	s. d.	
1st year's experience	22	53 0	1st six months' experience	23	41 6	Grinding mill attendant	247 0
2nd "	31	74 6	2nd "	30	54 0	Person engaged in testing and/or checking formulae	253 0
3rd "	42	101 0	3rd "	34	61 0	Person in charge of mixing ingredients and making chalks from given formulae	248 0
4th "	57	137 0	4th "	41	74 0	Persons not provided for—	
5th "	73	175 0	5th "	45	81 0	Males	243 0
6th "	84	201 6	6th "	52	93 6	Females	180 6
7th "	90	216 0	7th "	57	102 6		
8th "			8th "	65	117 0		

and thereafter the minimum wage.

Proportion.
One male improver to each male person receiving not less than the minimum wage.
Three female 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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No. 673]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section, published in *Government Gazette* No. 167 of the 2nd April, 1954, shall be replaced by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age	23	55 0	All adults		248 0
17 years of age	35	84 0			
18 years of age	47	113 0			
19 years of age	63	151 0			
20 years of age	77	185 0			
<i>Proportion (in any place).</i>					
One improver to each adult employee.					

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14. WAGES PER WEEK OF 40 HOURS.					
(a) IMPROVERS.					
Males.			Females.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.
1st year's experience	22	53 0	1st six months' experience	23	41 6
2nd year's experience	31	74 6	2nd six months' experience	29	52 0
3rd year's experience	42	101 0	3rd six months' experience	34	61 0
4th year's experience	57	137 0	4th six months' experience	41	74 0
5th year's experience	73	175 0	5th six months' experience	45	81 0
6th year's experience	84	201 6	6th six months' experience	52	93 6
7th year's experience	90	216 0	7th six months' experience	57	102 6
			8th six months' experience	65	117 0
			9th six months' experience	70	126 0
			10th six months' experience	76	137 0

and thereafter the rate 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.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.						s. d.
Males:— (i) of 3 months' or more experience .. ..	..	..	..	..	..	244 0
(ii) of less than 3 months' experience .. ..	..	..	..	..	..	243 0
Females .. ..	..	..	..	..	..	180 0

Clauses, other than clauses 2 and 14, of the said Determination for this Section, shall remain in force.



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 139 of the 26th March, 1954, shall be replaced by the following clause:—

2. Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
	Percentage of Basic Wage.	s. d.		£ s. d.	£ s. d.
Under 17 years of age ..	27	65 0	—	Within a Radius of 20 Miles of G.P.O., Melbourne 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
17 years of age ..	35	84 0		12 15 0	12 12 0
18 years of age ..	47	113 0		12 9 0	12 6 0
19 years of age ..	63	151 0		12 6 0	12 3 0
20 years of age ..	77	185 0		12 3 0	12 0 0
PROPORTION (in any place).					
One improver to each adult employee.			Foreman in charge	12 15 0	12 12 0
			Scutcher (hand)	12 9 0	12 6 0
			Scutcher (machine)	12 6 0	12 3 0
			All others	12 3 0	12 0 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

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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No. 676]

FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GENERAL BOARD.

(Plaster Model Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 133 of the 26th March, 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.		s. d.
Under 17 years of age	23	55 0	Persons engaged in making or preparing moulds ..	253 0
17 years of age	35	84 0	Persons engaged in coloring or decorating models—	
18 years of age	47	113 0	(a) by hand	267 0
19 years of age	63	151 0	(b) by spray, or otherwise than by hand ..	255 0
20 years of age	77	185 0	Persons engaged in assembling or finning models	
			when taken from moulds	248 0
			All others	243 0

PROPORTION (IN ANY PLACE).
One improver to every three adult employees.

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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GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 132 of the 26th March 1954, shall be replaced by the following clause:—

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

(a) Improvers.			(b) Adults.		
	Percentage of Basic Wage.	s. d.		s.	d.
Under 17 years of age	23	55 0	Males— (i) of 3 months' or more experience	247	0
17 years of age	35	84 0	(ii) of less than 3 months' experience	243	0
18 " "	47	113 0	Females	180	0
19 " "	63	151 0			
20 " "	77	185 0			
<i>Proportion (in any place).</i>					
One improver to each adult employee.					

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

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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 223, of the 12th April, 1954, shall be replaced by the following clause:—

2. JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age	2 19 6	17 years of age and under	4 17 0
16 years of age	4 4 6	18 years of age	5 15 6
17 years of age	5 14 6	19 years of age	6 14 0
18 years of age	7 4 0	20 years of age	7 12 6
19 years of age	9 1 0		
20 years of age	10 18 0		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	14 0 0	13 17 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	13 10 0	13 7 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	13 5 0	13 2 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	13 0 0	12 17 0
Employee engaged in handling Glauber Salts	13 0 0	12 17 0
Box repairer and wood worker	13 5 0	13 2 0
All others	12 17 0	12 14 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	9 7 0	9 4 6

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



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FRIDAY, OCTOBER 7.

[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 August, 1955.

Dated at Melbourne, this
8th day of August, 1955.

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

BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 271 of the 10th May, 1955, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours.							Wages—Per Week of 40 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	77 0	89 0	105 6	163 0	213 6	254 0	1st 6 months	77 6	90 0	106 0	126 0	138 6	155 0
2nd months	89 0	105 6	163 0	213 6	254 0	..	2nd months	90 0	106 0	126 0	138 6	155 0	..
2nd year ..	105 6	163 0	213 6	254 0	..	..	2nd year ..	106 0	126 0	138 6	155 0	..	..
3rd year ..	163 0	213 6	254 0	..	..	..	3rd year ..	126 0	138 6	155 0	..	..	..
4th year ..	213 6	254 0	..	..	..	..	4th year ..	138 6	155 0	..	..	..	..
5th year ..	254 0	..	..	..	..	..	5th year ..	155 0	..	..	..	..	..
PROPORTION.							PROPORTION.						
<i>Males.</i>							<i>Females Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 27s. 6d. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 19s. per week of 40 hours.						
JUVENILE WORKERS.							JUVENILE WORKERS.						
Two juvenile workers to every six or fraction of six female workers receiving not less than 19s. per week of 40 hours.							Two juvenile workers to every six or fraction of six female workers receiving not less than 19s. per week of 40 hours.						
NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

		Per Week of 40 Hours.	
		s.	d.
<i>Males.</i>			
Combination bag-making machine attendant	.. .. .	274	6
Repairers by hand	.. .. .	274	6
Repairers by machine	.. .. .	274	6
Machinist on combination bag-making machine	.. .. .	261	6
Employee engaged baling sacks and/or bags	.. .. .	256	6
All others	.. .. .	250	0
<i>Females.</i>			
Bag-making machinist	.. .. .	195	6
Repairers by hand	.. .. .	202	9
Repairers by machine	.. .. .	202	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months	.. .. .	186	9
2nd 3 months	.. .. .	186	9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months	.. .. .	186	9
All others	.. .. .	191	0

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

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent. With 230½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	.. .. .	4½d. per dozen.
Machine repairing washed sugar bags (employer to provide twine)	.. .. .	5½d. "
Machine repairing ordinary bags (employer to provide twine)	.. .. .	4½d. "
Machine repairing mill or coal bags (employer to provide twine)	.. .. .	11d. "
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	.. .. .	11d. "
Machine repairers on piece-work shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.			
Hand repairing ordinary bags (employee to provide twine)	.. .. .	10d. per dozen.
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	.. .. .	1s. 6d. "
Hands repairing wool packs (employee to provide twine)	.. .. .	4½d. each.

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.