



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 846]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE ORGAN 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 classes of persons, employed in the process, trade, or business of a builder of pipe organs,” 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.

### WAGES.

2.

Adults or Journeymen.	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.
Organ builder .. .. .	15 12 0	15 9 0
Employee erecting, dismantling or repairing organs .. .. .	15 12 0	15 9 0
Wood worker .. .. .	15 12 0	15 9 0
Voicer .. .. .	15 12 0	15 9 0
Tuner .. .. .	15 12 0	15 9 0
Metal pipe maker .. .. .	15 12 0	15 9 0
Polisher .. .. .	15 12 0	15 9 0
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
Employee cutting or papering down and/or filling and/or staining .. .. .	13 7 0	13 4 0

### 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) 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 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.

*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 Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>	£ s. d.	£ s. d.
<b>Five-year Term—</b>		
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
<b>Four-year Term—</b>		
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
<b>Improvers.</b>		
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

**APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.**

6. (a) One apprentice shall be allowed to the first three adult workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

- (b) One improver shall be allowed to each six adult workers or fraction thereof; provided that at least three adult workers must be employed before an improver can be employed.

- (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" 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.**

*Apprenticeship Trades.*

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

*Organ Building.*

Organ building and wood working, voicers, metal pipe making, tuning.

Polishing.

Machinist—Instruction and practice in four of the following machines :—

Bouls carver or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

(b) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship Commission, male juniors employed as 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 Determination 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.

#### *Term of Apprenticeship.*

(d) 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.

#### *General Conditions of Apprenticeship.*

(e) (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 provisions:—

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.*

(f) (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.

#### *Terminating Employment.*

(ii) (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 *prime 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 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 centum 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 meals 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 to 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 day week is required to work overtime on a Saturday the first prescribed crib time shall if occurring between 10 a.m. and 1 p.m. be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime 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 POLISHES.

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 home to a job outside the shop, he shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his 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.

20. When any spell of duty in ordinary hours is for four hours or more an interval of five minutes 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. All chairs provided for employees shall be reasonably comfortable.

## 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) An 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. 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 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 where employers are under contract to service organs in churches or other buildings.

(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 pieceworker 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.

#### FIRST-AID OUTFIT AND ATTENDANT.

26. (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 ozs. 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, 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 additions.

#### AMENITIES.

27. (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 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.

28. (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.

29. 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 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.

30. 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.

31. 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.

- 32. (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.

33. 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.

34. (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 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.

35. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman of average capacity working under like conditions to earn at least ten 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:—not less than the base rate.

#### CONTRACT WORK.

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

#### PERIODICAL ADJUSTMENT OF WAGES.

37. The wages rates set out in clause 2 are based upon the following basic wage for adults, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted as prescribed by clause 38.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne— Males	£ s. d. 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.

38. (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 37.

(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 rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen in the respective classes.

## MARGINS.

39. In addition to the basic wage prescribed in clause 37, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
	£ s. d.
Organ builder .. .. .	3 15 0
Employee erecting, dismantling or repairing organs .. .. .	3 15 0
Wood worker .. .. .	3 15 0
Voicer .. .. .	3 15 0
Tuner .. .. .	3 15 0
Metal pipe maker .. .. .	3 15 0
Polisher .. .. .	3 15 0
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
Employee cutting or papering down and/or filling and/or staining .. .. .	1 10 0

40. 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.

	Percentage of Basic Wage.	War Loading.
	%	s. d.
<b>Apprentices.</b>		
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.	..
<b>Improvers.</b>		
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 year of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 plus 2s.	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 29th June, 1955.





# VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

**No. 847]**

**FRIDAY, NOVEMBER 18.**

**[1955**

*Labour and Industry Act 1953.*

## DETERMINATION OF THE WICKER AND BABY CARRIAGE 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 employed in the trade of—

(a) Manufacturing—

- (i) baby carriages, dolls' carriages, mobile chairs, or parts thereof;
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—

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 Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Part I.—Adult Males.	£ s. d.	£ s. d.
GROUP "A"—WICKER AND BASKET WORK.		
Basket maker or repairer .. .. .	15 12 0	15 9 0
Employee fitting lining or lettering baskets .. .. .	15 12 0	15 9 0
Wicker frame maker .. .. .	15 12 0	15 9 0
Wicker furniture maker .. .. .	13 17 0	13 14 0
Employee making reed tex, hy-tex, or similar materials .. .. .	13 17 0	13 14 0
GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.		
Upholsterers .. .. .	13 17 0	13 14 0
Body-makers .. .. .	13 17 0	13 14 0
Hood makers .. .. .	13 17 0	13 14 0
Assembler of baby carriages, dolls' carriages and mobile chairs .. .. .	13 17 0	13 14 0
Painters .. .. .	13 17 0	13 14 0
Sprayers .. .. .	13 17 0	13 14 0
Ironworkers .. .. .	13 17 0	13 14 0
Wheel makers .. .. .	13 17 0	13 14 0
Wicker workers .. .. .	13 17 0	13 14 0
Employee making reed tex, hy-tex, or similar materials .. .. .	13 17 0	13 14 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs .. .. .	12 3 0	12 0 0
Part II.—Adult Females.		
Machinists, sewers, or cutters .. .. .	9 17 6	9 15 6
Folding hood makers .. .. .	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 shall receive a margin equal to 50 per centum of the male margin, but if the male margin is 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) 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.

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 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.

*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 or 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.
							£ s. d.	£ s. d.
<i>Male Apprentices.</i>								
5-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 0 6
4th year's experience	..	..	..	..	..	..	9 16 6	9 14 0
5th year's experience	..	..	..	..	..	..	12 3 0	12 0 0
4-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 6	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 male 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:—  
*Wicker and Baby Carriages*.—Wicker work, basket making, and baby carriage making.
- 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) *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.
- (c) *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, 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.
- (d) *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 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 ten per cent. more than 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 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 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 continue 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 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.

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 steamerage. 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 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 10 minutes after the usual time for ceasing work shall be paid overtime rates for that 10 minutes and for 10 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 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 Years 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 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 pieceworker 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.

## FIRST-AID OUTFIT AND ATTENDANT.

25. (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 volatil 6 ozs; Scissor 1 paid; 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 additions.

## 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 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 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 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 gate-keeper 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 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.

## SHOPS 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 BOARD.

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.

## CONTRACT WORK.

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

## \*PIECEWORK PRICES.

35. (a) That the lowest piecework price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.

(b) Where the material is not stated in the schedules the articles may be made of willow or cane.

(c) Any piece-worker who works more than 40 hours in any week within the times of beginning and ending work, as set forth in clause 12 of this Determination, shall be paid for such extra time 7d. per hour in addition to piecework earnings.

(d) For work done outside the times of beginning and ending work, as set forth in clause 12 of this Determination, pieceworkers shall be paid, in addition to piecework earnings, as follows:—

Between 5 p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, and on Saturday until 12 noon . . . . . 7d. per hour.

After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or before 7 a.m. on any day . . . . . 3s. 6d. per hour.

(e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article the manufacture of which he or she is engaged.

## (a) SQUARE WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes	End Stakes.	Price.
<b>Baskets—</b>									
<b>Arm .. .. .</b>	..	9 inches	5½ inches	6½ inches	..	..	..	..	20s. 11d. per doz.
	..	10 "	6 "	7 "	..	..	..	..	22s. 3d. "
	..	11 "	6½ "	7½ "	..	..	..	..	24s. 1d. "
	..	12 "	7 "	8 "	..	..	..	..	25s. 5d. "
									Split Whole Cane. Cane. each each
<b>Grocers'.—Cane stakes, blunt corners, cross handles; first five sizes three rounds of upsetting and one round of waleing on top; two largest sizes four rounds of upsetting, two rounds of waleing on top, and (if required) handles each end Wirebottom, same price</b>	5	12 inches	9 inches	6 inches	16 inches	12 inches	8	6	2s. 8d. 3s. 0d.
	6	14 "	10 "	7 "	18 "	13 "	10	7	3s. 4d. 3s. 8d.
	6	16 "	11 "	8 "	20 "	14 "	10	7	3s. 10d. 4s. 1d.
	7	18 "	12 "	9 "	22 "	15 "	12	8	4s. 6d. 4s. 11d.
	7	20 "	13 "	10 "	24 "	16 "	12	8	5s. 0d. 5s. 10d.
	8	22 "	14 "	11 "	26 "	17 "	14	9	5s. 11d. 6s. 6d.
	8	24 "	15 "	12 "	28 "	18 "	14	10	7s. 3d. 7s. 11d.
		14 inches	10 inches	7 inches	18 inches	13 inches	10	7	3s. 6d.
		16 "	11 "	8 "	20 "	14 "	10	7	4s. 1d.
		18 "	12 "	9 "	22 "	15 "	12	8	4s. 9d.
		20 "	13 "	10 "	24 "	16 "	12	8	5s. 11d.
		22 "	14 "	11 "	26 "	17 "	14	9	6s. 7d.
		24 "	15 "	12 "	28 "	18 "	14	10	7s. 9d.
<b>Grocers' open cane bottom ..</b>	..	..	..	..	..	..	..	..	..
<b>Corner pins—</b>									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. each basket extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
<b>Iron worked in bottoms and across handles—</b>									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
<b>Lemonade.—Three rounds of upsetting, one round of waleing on top, handle each end (24 bottles), split cane siding</b>	10	21 inches	14 inches	6 inches	..	..	12	8	7s. 3d. each
<b>Lemonade.—Three rounds of upsetting, wale under and over holes (24 bottles); one deep partition and siding (split cane)</b>	10	21 inches	14 inches	10 inches	..	..	12	8	8s. 10d. each
If deep partitions whole cane ..	..	..	..	..	..	..	..	..	6½d. each basket extra
If footed (one round of waleing under foot) .. .. .	..	..	..	..	..	..	..	..	11½d. "
<b>Lemonade.—Three rounds of upsetting, one round of waleing on top handle or finger holes each end (24 bottles); two deep partitions, one each way; split cane siding</b>	10	21 inches	14 inches	6 inches	..	..	12	8	9s. 11d. each
If deep partitions whole cane ..	..	..	..	..	..	..	..	..	6½d. each basket extra
<b>Parcel.—Split cane sides, round cane bottoms, blunt corners, first four sizes, four rounds of upsetting; other size, five rounds, two rounds of waleing on top; handles on top of border; if made with holes, one round of waleing under holes and one on top</b>	6	18 inches	10½ inches	9½ inches	19½ inches	13 inches	11	8	3s. 6d. each
	7	18 "	12 "	10 "	22 "	15 "	12	9	4s. 0d. "
	7	20 "	13½ "	12 "	25 "	17 "	13	9	5s. 4d. "
	8	22 "	15 "	14 "	27 "	19 "	14	10	6s. 8d. "
	8	24 "	16 "	18 "	31 "	21 "	14	10	7s. 10d. "
<b>Parcel.—Fitted round cane bottoms, blunt corners, four rounds of upsetting on the first four sizes, five rounds on the other sizes, two rounds of waleing on top of three smallest sizes; other sizes three rounds; centre fitch on five largest sizes; one round of pairing on centre fitch of two largest sizes. (Depths are under the border)</b>	6	18 inches	11 inches	9 inches	22 inches	15 inches	19	13	3s. 8d. each
	7	20 "	12 "	10 "	24 "	16 "	19	13	4s. 5d. "
	7	22 "	13 "	12 "	26 "	17 "	21	14	5s. 4d. "
	7	24 "	14 "	14 "	28 "	18 "	23	15	6s. 5d. "
	8	26 "	16 "	16 "	30 "	19 "	24	16	7s. 8d. "
	8	28 "	17 "	18 "	34 "	22 "	26	17	8s. 6d. "
	9	30 "	18 "	20 "	36 "	23 "	28	17	10s. "
Corner pins .. .. .	..	..	..	..	..	..	..	..	6½d. each basket extra
<b>Porter.—Split cane; blunt corners, two handles; clogged; three rounds of upsetting. One round of waleing; partitions to have four sticks—</b>									
(6 bottles) .. .. .	5	13½ inches	9 inches	6 inches	..	..	8	6	4s. 5d. each
(12 " ) .. .. .	8	18 "	13 "	6 "	..	..	10	8	5s. 10d. "
(24 " ) .. .. .	12	27 "	18 "	6 "	..	..	14	10	8s. 10d. "

\* See Footnotes.

\* See Footnotes.

- \* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.  
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.



## SQUARE WORK—continued.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>BASKETS—continued.</b>									
Porter, deep, (24 bottles); clogged, three or four rounds of upsetting, one centre wale (wale under and over holes), shallow partition 7 inches, deep partition 11½ inches, whole cane neck, split cane sides, split and round cane bottoms, without lid, split cane partitions, short partition to have four sticks, long partitions three sticks, deep partitions seven sticks ..	11	26½ inches	17½ inches	12 inches	..	..	13	9	11s. 3d. each
Lids, split cane filling, whole cane sticks, ends banded and back irons top clogged ..	..	..	..	..	..	..	..	..	2s. 6d. "
Round cane partitions ..	..	..	..	..	..	..	..	..	6½d. each basket extra
Short partitions deeper than 7 inches ..	..	..	..	..	..	..	..	..	3½d. "
Clogs under lids ..	..	..	..	..	..	..	..	..	3d. each clog extra
Brewery—Four rounds of split cane upsetting, one round of waleing in the centre and under and over holes, split cane sides and partitions, whole cane neck, split and round cane bottom, two partitions on sides, without lid ..	11	24½ inches	17 inches	13½ inches	..	..	13	9	10s. 5d. each
Lids, split cane, with round cane each end, outside sticks batten lined with cane, iron hinges, two iron bands each end, clogs on top ..	..	..	..	..	..	..	..	..	3s. 2d. "
Plate worked in centre of front lid, and bolted on to same ..	..	..	..	..	..	..	..	..	3d. each extra
Plunger (hole to be bored for it to pass through) ..	..	..	..	..	..	..	..	..	6½d. " "
Two name plates, wired on ..	..	..	..	..	..	..	..	..	6½d. " "
Number plates ..	..	..	..	..	..	..	..	..	3½d. " "
Wire ties through two partitions on sides ..	..	..	..	..	..	..	..	..	1d. " "
Clogs under lid ..	..	..	..	..	..	..	..	..	5d. " "
Soiled Linen, Willow Skein— Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners (wood bottoms and skeins provided by employer) ..	..	14 inches	14 inches	27 inches	..	..	44	..	10s. 11d. each
..	..	16 "	16 "	30 "	..	..	48	..	12s. 6d. "
..	..	18 "	18 "	33 "	..	..	50	..	14s. 2d. "
Cane or willow bottoms— 12 inches ..	..	..	..	..	..	..	..	..	9½d. extra
14 or 16 inches ..	..	..	..	..	..	..	..	..	1s. 1d. "
18 inches ..	..	..	..	..	..	..	..	..	1s. 3d. "
Soiled Linen, Cane—Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners, split cane sidings (wood bottoms provided by employer) ..	..	14 inches	14 inches	27 inches	..	..	..	..	9s. 9d. each
..	..	16 "	16 "	30 "	..	..	..	..	11s. 5d. "
..	..	18 "	18 "	33 "	..	..	..	..	13s. 8d. "
Corner Pins— 14 inch ..	..	..	..	..	..	..	..	..	6½d. each basket extra
16 " ..	..	..	..	..	..	..	..	..	9½d. "
18 " ..	..	..	..	..	..	..	..	..	1s. 1d. "
Stakes nailed on— 14 inch ..	..	..	..	..	..	..	..	..	7½d. each extra
16 " ..	..	..	..	..	..	..	..	..	7½d. " "
18 " ..	..	..	..	..	..	..	..	..	11d. " "
Soiled Linen—Corner, three corner posts— 14x14, 26 round, 16 front stakes ..	..	14 inches	14 inches	27 inches	..	..	10	..	8s. 9d. each
16x16, 28 " 17 " ..	..	16 "	16 "	30 "	..	..	11	..	10s. 0d. "
18x18, 30 " 18 " ..	..	18 "	18 "	33 "	..	..	12	..	11s. 5d. "
(wood bottoms provided by employer)									
Stakes nailed on— 14 inch ..	..	..	..	..	..	..	..	..	7½d. each extra
16 " ..	..	..	..	..	..	..	..	..	7½d. " "
18 " ..	..	..	..	..	..	..	..	..	11d. " "

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

## SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>BASKETS—continued.</b>									
Soiled Linen—Corner, three corner posts, made of whole cane, pith or willow skein—									
14x14, 26 round, 16 front stakes	..	14 inches	14 inches	27 inches	..	..	10	..	12s. 0d. each
16x16, 28 " 17 "	..	16 "	16 "	30 "	..	..	11	..	13s. 10d. "
18x18, 30 " 18 "	..	18 "	18 "	33 "	..	..	12	..	16s. 4d. "
(wood bottoms provided by employer)									
Stakes nailed on—									
14 inches .. ..	..	..	..	..	..	..	..	..	7½d. each extra
16 " .. ..	..	..	..	..	..	..	..	..	7½d. " "
18 " .. ..	..	..	..	..	..	..	..	..	11d. " "
Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top	8	16 inches	12 inches	4 inches	..	..	12	9	7s. 7d. each
Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top.	8	16 inches	12 inches	4 inches	..	..	12	9	12s. 5d. each
Winchester—Three rounds of upsetting, one round of waleing, handles each end (6 bottles)	8	18 inches	11½ inches	10 inches	..	..	10	..	8s. each
Wine—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waleing on top—									
(6 bottles) .. ..	5	12 inches	7½ inches	7 inches	..	..	9	6	4s. 5d. each
(12 " ) .. ..	8	16 "	12 "	7 "	..	..	10	8	5s. 11d. "
(24 " ) .. ..	12	24 "	16 "	7 "	..	..	14	10	8s. 10d. "
<b>HAMPERS.—</b>									
Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waleing on top, handles on lid, two holes in cover for staples, depth at sides	4	8 inches	5 inches	5 inches	..	..	8	5	3s. 8d. each
	4	9 "	5½ "	5½ "	..	..	8	5	4s. 4d. "
	4	10 "	6 "	6 "	..	..	9	6	4s. 10d. "
	5	12 "	7½ "	7½ "	..	..	10	7	5s. 8d. "
	6	14 "	10 "	8½ "	..	..	11	8	6s. 7d. "
	6	16 "	11 "	9½ "	..	..	12	8	7s. 8d. "
	7	17 inches	11 inches	8 inches	..	..	11	8	7s. 0d. "
	7	19 "	12 "	9 "	..	..	12	8	8s. 5d. "
	8	21 "	13 "	10 "	..	..	13	9	9s. 9d. "
Picnic—Randed, four rounds of upsetting, six rounds of waleing on top	8	24 "	14 "	12 "	..	..	14	9	12s. 1d. "
	7	17 "	11 "	10 "	..	..	11	8	7s. 9d. "
	7	19 "	12 "	11 "	..	..	12	8	9s. 4d. "
	8	21 "	13 "	12 "	..	..	13	9	10s. 7d. "
	8	24 "	14 "	13 "	..	..	14	9	12s. 9d. "
Swing handles .. ..	..	..	..	..	..	..	..	..	1s. 2d. per basket extra
Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waleing on top. Depth under wale outside. Two holes in cover for staples	5	12 inches	8½ inches	6½ inches	..	..	9	6	4s. 4d. each
	6	14 "	10 "	7 "	..	..	10	7	4s. 10d. "
	6	16 "	11 "	8 "	..	..	10	7	5s. 8d. "
	7	18 "	12 "	9 "	..	..	11	8	6s. 6d. "
	7	20 "	13 "	10 "	..	..	12	8	7s. 3d. "
	7	22 "	14 "	11 "	..	..	12	9	8s. 5d. "
	8	24 "	15 "	12 "	..	..	13	10	10s. 0d. "
Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waleing on top	4	7 inches	4½ inches	4½ inches	..	..	7	4	2s. 8d. "
	4	8 "	5 "	5 "	..	..	7	5	3s. 0d. "
	4	9 "	5½ "	5½ "	..	..	7	5	3s. 8d. "
	4	10 "	7 "	7 "	..	..	9	6	4s. 8d. "
	5	11 "	8 "	8 "	..	..	10	7	5s. 2d. "
If made Arch top—									
First three sizes .. ..	..	..	..	..	..	..	..	..	6½d. extra
Last two sizes .. ..	..	..	..	..	..	..	..	..	1s. 2d. "
Wool—Fitted, six rounds of upsetting, three rounds of waleing on top. Two centre fitches—one round of waleing on each, bi-staked	10	32 inches	27 inches	36 inches	40 inches	32 inches	15	11	15s. 1d. each
	10	30 "	30 "	31 "	38 "	34 "	13	12	15s. 1d. "
	8	36 "	24 "	36 "	48 "	36 "	15	10	17s. 1d. "
	10	36 "	30 "	36 "	54 "	42 "	17	12	18s. 11d. "
	10	42 "	26 "	36 "	48 "	31 "	16	12	18s. 11d. "
Wood bi-stakes .. ..	..	..	..	..	..	..	..	..	1s. 3d. each basket extra
Randing top or bottom—									
First two sizes .. ..	..	..	..	..	..	..	..	..	2d. per inch extra
Other sizes .. ..	..	..	..	..	..	..	..	..	3½d. "
Packing pillars over two or four stakes .. ..	..	..	..	..	..	..	..	..	6½d. each pillar
									Split Whole
									Cane. Cane.
									each. each.
Cart or Mill, made light—Four rounds of upsetting, two rounds of waleing under border and under and over finger-holes (if any). Handles if required. Blunt corners	5	18 inches	10 inches	10 inches	..	..	10, 11	6	3s. 5d. 4s. 2d.
	6	20 "	11 "	11 "	..	..	11, 12	7	4s. 0d. 4s. 8d.
	7	22 "	12 "	12 "	..	..	12, 13	8	4s. 7d. 5s. 6d.
	8	24 "	14 "	14 "	..	..	13, 14	9	6s. 8d. 8s. 0d.
Scale of inches for above (L.B. + W.B. + D.)—									
35 inches .. ..	..	..	..	..	..	..	..	..	3s. 4d. 4s. 1d.
36 " .. ..	..	..	..	..	..	..	..	..	3s. 6d. 4s. 2d.
37 " .. ..	..	..	..	..	..	..	..	..	3s. 7d. 4s. 4d.
38 " .. ..	..	..	..	..	..	..	..	..	3s. 8d. 4s. 5d.

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

## SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>HAMPERS—continued.</b>									
Cart or Mill—continued.									Split Cane. each.
Scale of Inches &c.—continued.									Whole Cane. each.
39 inches .. ..	..	..	..	..	..	..	..	..	3s. 11d. 4s. 6d.
40 " .. ..	..	..	..	..	..	..	..	..	3s. 11d. 4s. 7d.
41 " .. ..	..	..	..	..	..	..	..	..	4s. 1d. 4s. 10d.
42 " .. ..	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
43 " .. ..	..	..	..	..	..	..	..	..	4s. 5d. 5s. 2d.
44 " .. ..	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
45 " .. ..	..	..	..	..	..	..	..	..	4s. 6d. 5s. 3d.
46 " .. ..	..	..	..	..	..	..	..	..	4s. 8d. 5s. 7d.
47 " .. ..	..	..	..	..	..	..	..	..	5s. 0d. 5s. 11d.
48 " .. ..	..	..	..	..	..	..	..	..	5s. 4d. 6s. 5d.
49 " .. ..	..	..	..	..	..	..	..	..	5s. 10d. 6s. 10d.
50 " .. ..	..	..	..	..	..	..	..	..	6s. 2d. 7s. 5d.
Over 50 " .. ..	..	..	..	..	..	..	..	..	Split cane, 4d. per inch extra; ½ whole cane, 5d. per inch extra
G.P.O.—Split cane sides and corner pins, three wood and six cane sticks (four to be double in the bottom) in two largest sizes	..	20½ inches	17½ inches	31 inches	..	..	12	10	12s. 11d. each
Three wood and four cane ticks in the smallest size. Four rounds of upsetting and two rounds of waleing on top. Two rounds of centrewaleing. Two handles in centre wale. Two runners in each side. Out-siders double in smallest size	..	20½ "	15½ "	31 "	..	..	12	9	12s. 7d. "
Sizes over and above those mentioned	..	16½ "	15½ "	24½ "	..	..	10	9	10s. 5d. "
G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waleing on top, tin worked in centre of smallest size, two pairs of wales in centre. Lids tied on with green hide (two ties), wire bands each end of lid	..	..	..	..	..	..	..	..	3d. per inch
In between sizes, <i>pro rata</i>	..	..	..	..	..	..	..	..	Round cane.
Pull through runners	..	..	..	..	..	..	..	..	9s. 7d. each
Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waleing on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waleing on fitch of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed	7	16 inches	11 inches	10 inches	..	..	14	10	4-pigeon baskets.
Each additional deck	8	20 "	12 "	10 "	..	..	16	12	5s. 9d. each
Drop doors on single deck—	8	20 "	13 "	10 "	..	..	18	12	6s. 6d. "
First three sizes	8	22 "	13 "	10 "	..	..	18	12	7s. 10d. "
Next three sizes	8	24 "	13 "	10 "	..	..	20	12	8s. 5d. "
Other sizes	9	27 "	15 "	10 "	..	..	22	13	6-pigeon baskets
Wooden frames on bottom—	9	30 "	18 "	10 "	..	..	23	15	9s. 9d. each
First four sizes	9	33 "	18 "	10 "	..	..	25	15	11s. 1d. "
Next three sizes	9	34 "	18 "	10 "	..	..	26	15	12s. 8d. "
Other sizes	9	39 "	18 "	10 "	..	..	27	15	13s. 4d. "
Troughs for deck	10	42 "	21 "	10 "	..	..	30	16	14s. 4d. "
Partitions for single birds	10	45 "	21 "	10 "	..	..	32	16	15s. 6d. "
	11	48 "	24 "	10 "	..	..	33	18	16s. 8d. "
									17s. 8d. "
									19s. 0d. "
									½ of above prices
									2s. 4d. extra
									2s. 10d. "
									4s. 6d. "
									1s. 8d. extra
									1s. 11d. "
									2s. 4d. "
									4s. 6d. "
									3½d. each extra

\* See Footnotes.

\* See Footnotes.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
<b>HAMPERS—continued.</b>										
Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)	8	24 inches	15 inches	14½ inches	..	..	13	6	9	13s. 6d. each
	9	27 "	16 "	16½ "	..	..	14	9	9	15s. 11d. "
	9	30 "	18 "	19½ "	..	..	15	10	10	19s. 0d. "
	10	32 "	20 "	19½ "	..	..	15	10	11	21s. 7d. "
	10	34 "	22 "	22½ "	..	..	16	10	11	24s. 11d. "

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

**SQUARE WORK—continued.**

[illegible]

SCALE OF INCHES AND PRICES.—TRAVELLER'S SAMPLE—ROUND CANE.

Inches.	Price.	Inches.	Price.	Inches.	Price.	Inches.	Price.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
57	18 8	68	22 6	79	26 8	90	31 0
58	19 0	69	23 2	80	27 0	91	31 5
59	19 4	70	23 5	81	27 6	92	31 11
60	19 8	71	23 10	82	27 10	93	32 4
61	20 1	72	24 2	83	28 1	94	32 9
62	20 5	73	24 5	84	28 6	95	33 3
63	20 9	74	24 11	85	28 10	96	33 9
64	21 0	75	25 2	86	29 5	97	34 4
65	21 6	76	25 6	87	29 10	98	34 10
66	21 9	77	25 11	88	30 2	99	35 3
67	22 1	78	26 3	89	30 6	100	35 9

All sizes over 100 inches—7½d. per inch extra.

Inner lids round cane, crossed, two iron hinges, two bands each—

					s.	d.
cane, crossed, two iron hinges, two bands each—						
27 inch hamper (eight sticks)	..	..	..	..	2	1 extra
30	..	..	..	..	2	8 "
33 inch hamper (nine sticks)	..	..	..	..	3	4 "
36	..	..	..	..	3	8 "
Green hide cut and nailed under basket	..	..	..	..	1	1 "

14 depth of hamper above width of bottom, 2d. per inch extra. (Deduction for under depth to apply in same way.)

### Rails for hampers and other baskets—

						Preparing and Putting on.	Putting on and Sawing Corners.	Putting on Sprung Baskets.
						s. d.	s. d.	s. d.
40 to 48 stakes						1 4	0 6½	0 7½
49 to 54 stakes	..	..	..	..	..	1 7	0 9½	0 10½
55 to 60 stakes	..	..	..	..	..	1 9	0 10½	1 2
61 to 70 stakes	..	..	..	..	..	2 1	1 1	1 3
71 to 80 stakes	..	..	..	..	..	2 4	1 3	1 6

Lid rails up to 10 sticks, 9½d. each rail

Lid rails up to 12 sticks, 10½d. each rail

Lid rails above 12 sticks, 1s. 1d. each rail

All holes above 80, 2d. for every 6 holes.

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(c) For all baskets made with Queensland split cane, round cane rates shall apply

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices

## HAMPERB—continued.

## SQUARE WORK—continued.

## SPECIFICATIONS.

	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
	8	22 inches	13 inches	13 inches	12	6	9	48
	8	23 "	14 "	14 "	13	6	9	51
	8	24 "	15 "	15 "	13	8	9	54
	8	25 "	16 "	16 "	13	9	10	57
	8	26 "	17 "	17 "	14	10	10	60
	8	27 "	18 "	18 "	14	10	10	63
	9	28 "	19 "	19 "	15	10	10	66
	9	29 "	20 "	20 "	15	11	10	69
	9	30 "	21 "	21 "	16	11	11	72
	9	31 "	22 "	22 "	16	12	11	75
	10	32 "	23 "	23 "	17	12	11	78
	10	33 "	24 "	24 "	17	13	12	81
	10	34 "	25 "	25 "	18	13	12	84
	10	35 "	26 "	26 "	18	14	12	87
	11	36 "	27 "	27 "	19	14	12	90
	11	37 "	28 "	28 "	19	15	13	93
	11	38 "	29 "	29 "	20	15	13	96
	11	39 "	30 "	30 "	20	16	14	99
	12	40 "	31 "	31 "	21	16	14	102
	12	41 "	32 "	32 "	21	17	14	105
	12	42 "	33 "	33 "	22	17	14	108
	12	43 "	34 "	34 "	22	18	15	111
	12	44 "	35 "	35 "	23	18	15	114

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waling; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

## SCALE OF INCHES AND PRICES—LIDDED HAMPERB.

Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
42	..	9 5	67	13 5	14 11	92	23 7	26 6
43	..	9 7	68	13 9	15 1	93	24 1	27 1
44	..	9 10	69	13 11	15 6	94	24 5	27 11
45	..	10 0	70	14 1	15 9	95	25 0	28 5
46	..	10 1	71	14 4	16 1	96	25 7	28 10
47	..	10 5	72	14 7	16 7	97	26 2	29 8
48	9 4	10 7	73	14 10	16 8	98	26 8	30 2
49	9 6	10 8	74	15 1	17 1	99	27 2	30 10
50	9 8	11 1	75	15 4	17 4	100	27 11	31 4
51	9 11	11 2	76	15 8	17 9	101	28 3	31 11
52	10 1	11 6	77	16 0	18 0	102	28 9	32 6
53	10 5	11 7	78	16 5	18 7	103	29 3	33 1
54	10 7	12 0	79	16 10	19 1	104	29 10	33 8
55	10 8	12 2	80	17 3	19 8	105	30 5	34 2
56	11 0	12 3	81	17 8	20 1	106	30 10	34 10
57	11 2	12 7	82	18 1	20 7	107	31 4	35 4
58	11 3	12 9	83	18 9	21 2	108	31 10	36 1
59	11 6	12 11	84	19 4	22 0	109	32 4	36 8
60	11 8	13 3	85	19 11	22 7	110	32 7	37 4
61	12 0	13 8	86	20 5	23 1	111	33 5	37 11
62	12 2	13 9	87	20 10	23 7	112	33 11	38 5
63	12 6	14 0	88	21 6	24 2	113	34 4	39 1
64	12 8	14 4	89	22 1	24 9	114	35 0	
65	12 10	14 6	90	22 5	25 4			
66	13 2	14 7	91	23 0	25 11			

Under and over depth allowing 2 inches each way, 1d. per inch.

## WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waling on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
50	6 3	7 4	75	11 7	13 8
51	6 4	7 5	76	11 9	13 9
52	6 7	7 8	77	12 2	14 1
53	6 8	7 10	78	12 3	14 5
54	6 9	8 2	79	12 6	14 7
55	7 1	8 4	80	12 8	14 11
56	7 3	8 9	81	12 9	15 1
57	7 5	9 0	82	12 11	15 5
58	7 7	9 3	83	13 4	15 8
59	7 11	9 6	84	13 6	15 11
60	8 2	9 8	85	13 8	16 1
61	8 7	9 11	86	13 11	16 6
62	8 10	10 1	87	14 1	16 8
63	9 1	10 6	88	14 6	17 2
64	9 3	10 8	89	14 9	17 7
65	9 5	10 11	90	15 1	17 11
66	9 8	11 2	91	15 5	18 5
67	9 11	11 6	92	15 9	18 9
68	10 1	11 8	93	16 1	19 2
69	10 3	12 0	94	16 4	19 5
70	10 7	12 2	95	16 10	20 0
71	10 9	12 7	96	17 3	20 4
72	11 1	12 9	97	17 7	20 10
73	11 2	13 2	98	18 1	21 1
74	11 5	13 4	99	18 4	21 6

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

\* See Footnotes.

\* See Footnotes.

## SQUARE WORK—continued.

## WAREHOUSE BASKETS (without Lids)—continued.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
100	18 10	22 0	111	22 2	26 2
101	19 1	22 3	112	22 6	26 7
102	19 5	22 8	113	22 8	26 11
103	20 0	23 2	114	23 1	27 3
104	20 2	23 5	115	23 5	27 6
105	20 6	23 10	116	23 10	28 1
106	20 11	24 3	117	24 2	28 5
107	21 1	24 8	118	24 8	28 10
108	21 5	25 0	119	24 11	29 5
109	21 7	25 5	120	25 4	29 10
110	21 11	25 10			

Under and over depth allowing 2 inches each way, 1d. per inch.

Articles of Basketware.	Bottom on Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>PERAMBULATORS—</b>									
Children—									
(Single) 4 inches of siding ..	..	18 inches	12 inches	..	28 inches	..	15	10 & 10	6s. 3d. each
(Double) 5 inches of siding ..	..	22 "	12 "	..	32 "	..	17	11 & 11	7s. 7d. "
If boards prepared ..	..	..	..	..	..	..	..	..	1s. 1d. each extra
Market or Laundry—Two rounds of waleing on top and bottom ..	..	24 inches	15 inches	back. foot. 18in. 17in.	29 inches	19 inches	16	11	7s. 3d. each
If boards prepared ..	..	26 "	15 "	18in. 17in.	31 "	19 "	17	11	8s. 1d. "
Rush and Buff (Common)—									
No. 1—48 holes 6 posts ..	..	24 inches	12 inches	..	..	..	..	..	4s. 5d. each
No. 1—48 holes 6 posts, 3 bows ..	..	24 "	12 "	..	..	..	..	..	5s. 7d. "
No. 2—64 holes 6 posts ..	..	26 "	14 "	..	..	..	..	..	5s. 2d. "
If posts lapped and close front ..	..	..	..	..	..	..	..	..	9½d. each body extra
Splash boards ..	..	..	..	..	..	..	..	..	6½d. each extra
If boards prepared ..	..	..	..	..	..	..	..	..	1s. 1d. "

## (b) OVAL WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
<b>BASKETS—</b>							
Arm ..	8 inches	..	5½ inches	..	..	25	14s. 11d. per doz.
If bulged ..	9 "	..	6 "	..	..	25	16s. 2d. "
Adelaide Cod—Three inches of round cane on bottom and top, centre split cane reversed ..	10 "	..	7 "	..	..	25	17s. 7d. "
Lids ..	..	..	..	..	..	..	1s. 4d. per doz. extra
Barracouta—Two rounds of upsetting, five sets of layers in the bottom of large size ..	26 inches	11 inches	10 inches	31 inches	..	..	4s. 11d. each
Lids ..	24 inches	9 inches	9 inches	30 inches	..	..	1s. 8d. each extra
Lids 24 inch ..	26 "	10 "	10 "	33 "	..	33	4s. 4d. each
Lids 26 inch ..	..	..	..	..	..	33	4s. 7d. "
Butchers'—Two round of upsetting on first four sizes, three rounds on last two sizes. One round of waleing on top ..	12 inches	..	6 inches	18 inches	..	28	1s. 3d. each extra
..	14 "	..	7 "	20 "	..	32	1s. 5d. "
..	16 "	..	8 "	23 "	..	32	Split Round cane. cane. each. each.
..	18 "	..	9 "	25 "	..	32	2s. 5d. 2s. 9d.
..	20 "	..	10 "	27 "	..	36	3s. 0d. 3s. 6d.
..	22 "	..	11 "	29 "	..	36	3s. 0d. 3s. 6d.
..	14 inches	..	7 inches	21 inches	..	32	3s. 5d. 4s. 4d.
..	16 "	..	8 "	24 "	..	32	3s. 0d. 3s. 6d.
..	18 "	..	9 "	27 "	..	32	3s. 0d. 3s. 6d.
..	20 "	..	10 "	30 "	..	36	3s. 5d. 4s. 4d.
..	22 "	..	11 "	32 "	..	36	4s. 4d. 5s. 0d.
..	24 "	..	12 "	34 "	..	36	4s. 8d. 5s. 9d.
..	11½ inches	..	9 inches	15 inches	..	25	5s. 0d. 6s. 6d.
..	12 "	..	9 "	16 "	..	25	3s. 6d. each
..	13 "	..	9 "	17 "	..	25	3s. 6d. "
..	22 inches	..	17 inches	32 inches	..	36	3s. 6d. "
..	20 inches	10 inches	18 inches	22 inches	..	36	6s. 3d. "
..	22 "	11 "	19 "	24 "	..	36	7s. 2d. each
..	24 "	12 "	20 "	26 "	..	36	8s. 1d. "
..	26 "	14 "	21 "	28 "	..	38	8s. 10d. "
..	..	..	..	..	..	..	9s. 7d. "
Shallows—Three rounds of upsetting, and one round of waleing—							
Four layers ..	24 inches	..	4 inches	29 inches	..	40	4s. 7d. each
Five layers ..	26 "	..	4½ "	31 "	..	44	5s. 6d. "
Six layers ..	28 "	..	5 "	33 "	..	44	6s. 3d. "

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

\* See Footnotes.

\* See Footnotes.

## OVAL WORK—continued.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
<b>BASKETS—continued.</b>							
							Half bi-staked. each.
							Full bi-staked. each.
Wool—Fitted, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waleing, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes. Handles on second fitch	28 inches	..	18 inches	36 inches	..	40	8s. 3d. 10s. 5d.
	32 "	..	19 "	41 "	..	44	10s. 1d. 12s. 2d.
	36 "	..	20 "	46 "	..	48	11s. 0d. 13s. 8d.
	36 "	..	28 "	48 "	..	48	12s. 9d. 15s. 5d.
	42 "	..	30 "	54 "	..	52	14s. 7d. 17s. 8d.
Wool—Carrying—Three rounds of upsetting and two rounds of waleing, handles on top, round cane siding	20 "	..	18 "	28 "	..	36	6s. 1d. each
	22 "	..	18 "	30 "	..	36	6s. 10d. "
	30 inches	..	24 inches	42 inches	..	44	11s. 5d. each
Wool-washing—Round cane—Four rounds of upsetting on first two sizes, five on the last four sizes, two rounds of waleing on centre, and two on top of first four sizes, three on last two sizes	36 "	..	26 "	48 "	..	44	13s. 1d. "
	40 "	..	28 "	52 "	..	48	15s. 8d. "
	46 "	..	30 "	58 "	..	52	18s. 9d. "
	50 "	..	32 "	62 "	..	56	22s. 7d. "
	56 "	..	34 "	68 "	..	60	25s. 0d. "
<b>BASSINETTES—CANE—</b>							
Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	13 inches	36 inches	..	52	5s. 10d. each
Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waleing on top fitch full bi-staked	28 inches	12 and 13 inches	12 inches	36 inches	..	54	6s. 10d. each
<b>CHAIRS—</b>							
Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 in. s close work on top, four rounds of upsetting	16 x 18	D	W	S	S	S	9s. 10d. each
	18 x 20	10	19	21	25	29	9s. 11d. "
	20 x 22	10	21	23	27	31	11s. 6d. "
	22 x 24	11	23	25	29	33	12. 11d. "
	22 x 24	12	25	27	31	35	2s. 1d. extra
Larger sizes, for every 2 inches	..	..	..	..	..	..	1s. 7d. "
Close woven feet split or round cane	..	..	..	..	..	..	
Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scalloms in eat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waleing in back, plaited border, and iron-lapped all round—							
Cane	..	..	..	..	..	..	15s. 1d. each
Pith	..	..	..	..	..	..	15s. 11d. "
Pith, with stand lapped	..	..	..	..	..	..	17s. 6d. "
Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border	..	..	..	..	..	..	18s. 7d. each
<b>HAMPERS—</b>							
Game or rabbit	19 inches	..	13 inches	26 inches	..	27	4s. 4d. each
If made of round cane	..	..	..	..	..	..	7½d. each basket extra
Lids	..	..	..	..	..	..	1s. 3d each extra

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece work prices.

\* See Footnotes.

\* See Footnotes.

## (c) ROUND WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
<b>BASKETS—</b>								
Arm—Neil Gwynne .. ..	..	..	8 inches	9 inches	..	..	..	15s. 8d. per doz.
	..	..	9 "	10 "	..	..	..	17s. 4d. "
	..	..	10 "	11 "	..	..	..	19s. 3d. "
Bone—Four rounds of upsetting, two rounds of waleing on top, two handles on sides and two on top	7½	..	22 inches	22 inches	..	24 inches	29	7s. 11d. each
	7½	..	24 "	24 "	..	26 "	31	8s. 9d. "
Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles	5½	..	12 inches	15 inches	..	18 inches	23	3s. 0d. each
	6	..	15 "	18 "	..	21 "	25	4s. 0d. "
	6	..	17 "	20 "	..	23 "	27	4s. 8d. "
	6½	..	19 "	22 "	..	25 "	29	5s. 9d. "
	7	..	21 "	24 "	..	27 "	31	6s. 4d. "
Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palings to be worked in sides (if required)	6½	..	16 inches	20 inches	..	21 inches	25	4s. 1d. each
	6½	..	18 "	22 "	..	23 "	27	4s. 7d. "
	7½	..	20 "	24 "	..	25 "	29	5s. 2d. "
	7½	..	22 "	26 "	..	28 "	31	6s. 7d. "
	8½	..	24 "	28 "	..	30 "	33	10s. 1d. "
	8½	..	26 "	32 "	..	32 "	35	10s. 11d. "
	9½	..	27 "	34 "	..	36 "	39	14s. 6d. "
	9½	..	30 "	34 "	..	42 "	39	17s. 1d. "
Handles .. ..	..	..	..	..	..	..	..	6½d. each basket extra
Extra Stakes—								
1st two sizes .. ..	..	..	..	..	..	..	..	2d. per stake extra
Next three sizes .. ..	..	..	..	..	..	..	..	3½d. "
Other sizes .. ..	..	..	..	..	..	..	..	4d. "
Runners—								
1st three sizes .. ..	..	..	..	..	..	..	..	1½d. each extra
Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—								
1 bushel .. ..	9½	..	12 inches	14½ inches	..	17 inches	40	6s. 0d. each
1½ " .. ..	10	..	13 "	15½ "	..	18 "	42	6s. 8d. "
1½ " .. ..	10½	..	14 "	16½ "	..	19 "	44	7s. 7d. "
2 " .. ..	10½	..	15 "	18½ "	..	21 "	46	8s. 3d. "
5 " .. ..	12	..	20 "	23 "	..	27 "	54	10s. 1d. "
Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top	6	..	12 inches	13 inches	..	17 inches	23	2s. 4d. each
	6½	..	18 "	22 "	..	24 "	29	4s. 0d. "
Linen, soiled—Cane, three rounds of upsetting on first size or rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding	7½	12 inches	..	24 inches	..	..	29	6s. 3d. each
	7½	14 "	..	30 "	..	..	31	8s. 3d. "
	8½	16 "	..	33 "	..	..	33	9s. 8d. "
	8½	18 "	..	36 "	..	..	35	10s. 8d. "
	9	20 "	..	39 "	..	..	35	12s. 9d. "
Linen, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top	7½	12 inches	..	24 inches	..	..	31	9s. 9d. each
	7½	14 "	..	30 "	..	..	33	10s. 11d. "
	8½	16 "	..	33 "	..	..	35	13s. 3d. "
	8½	18 "	..	36 "	..	..	37	14s. 2d. "
	9	20 "	..	39 "	..	..	37	17s. 0d. "
Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top	6½	..	19 inches	18 inches	..	22 inches	27	5s. 2d. each
	9	..	24 "	27 "	..	28 "	37	10s. 1d. "
Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes	7	..	8 inches	13 inches	13 inches	..	28	2s. 7d. each
	7	..	9 "	14 "	14 "	..	28	2s. 10d. "
	8	..	10 "	15 "	15 "	..	32	3s. 4d. "
	8½	..	11 "	16 "	16 "	..	34	3s. 5d. "
	8½	..	12 "	17 "	17 "	..	34	3s. 9d. "
Paper—Split cane, siding close ..	7	..	8 inches	12 inches	12 inches	..	28	2s. 8d. each
	7	..	9 "	13 "	13 "	..	28	2s. 10d. "
	7	..	9 "	14 "	14 "	..	28	3s. 2d. "
	8	..	10 "	15 "	15 "	..	32	3s. 3d. "
If made with handles .. ..	..	..	..	..	..	..	..	5½d. each extra
If made in quantities of not less than one dozen at a time .. ..	..	..	..	..	..	..	..	6½d. per doz. deducted
Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)	6½	..	11 inches	13 inches	..	14 inches	26	3s. 11d. each
	6½	..	12 "	13 "	..	15 "	26	4s. 8d. "
	7½	..	13 "	14 "	..	16 "	30	5s. 9d. "
	7½	..	14 "	14 "	..	18 "	32	7s. 2d. "
Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides	8½	..	25 inches	30 inches	..	38 inches	35	14s. 0d. each
Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle	6½	..	11 inches	8 inches	..	20 inches	27	3s. 3d. each
	7½	..	12 "	9 "	..	22 "	29	3s. 8d. "

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.



ROUND WORK—continued.

[illegible]

(d) MILITARY WORK.

[illegible]

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

(e) EXTRAS, ETC.

[illegible]

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

### PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

36. The wages rates for males set out in clause 2 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 wages rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 37.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne— Males	£ s. d. 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.

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 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.	Margins.
<b>WICKER AND BASKET WORK.</b>	<b>£ s. d.</b>
Basket maker or repairer .. .. .	3 15 0
Employee fitting lining or lettering baskets .. .. .	3 15 0
Wicker frame maker .. .. .	3 15 0
Wicker furniture maker .. .. .	2 0 0
Employee making reed tex, hy-tex, or similar materials .. .. .	2 0 0
<b>BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.</b>	
<i>Males.</i>	
Upholsterers .. .. .	2 0 0
Body-makers .. .. .	2 0 0
Hood-makers .. .. .	2 0 0
Assembler of baby carriages, dolls' carriages, and mobile chairs .. .. .	2 0 0
Painters .. .. .	2 0 0
Sprayers .. .. .	2 0 0
Ironworkers .. .. .	2 0 0
Wheelmakers .. .. .	2 0 0
Wicker workers .. .. .	2 0 0
Employee making reed tex, hy-tex, or similar materials .. .. .	2 0 0
Assembler of parts of dolls' carriages, baby carriages, or mobile chairs .. .. .	0 6 0
<i>Females.</i>	
Machinists, sewers, or cutters .. .. .	1 0 0
Folding hood makers .. .. .	1 0 0

39. 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 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>	%	s. d.
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 + 6s.	..
Four-year Term—		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 + 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 + 2s.	3 0
<i>Female Apprentices.</i>	Percentage of Female Basic Wage.	
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.

Published by Authority.

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

No. 848]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE NAIL MAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied to the whole of the State of Victoria.

IN accordance with the provisions of the *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 (including storemen, packers, and sorters) employed in the process, trade, or business of—

- |  |   |
|--|---|
| <p>(a) making nails;</p> <p>(b) weaving wire netting or barbed wire;</p> | <p>(c) galvanizing;</p> <p>(d) drawing wire (other than from brass, copper, or other non-ferrous metals);</p> |
|--|---|

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 21st July, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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

Classification.	s.	d.
Nail or tack toolmaker (special products) .. .. .	312	0
Nail or tack tool maker (other) .. .. .	287	0
Nail or tack machinist .. .. .	272	0
Assistant to nail or tack machinist .. .. .	260	0
Roofing nail heading machinist .. .. .	272	0
Barbed wire tool maker or machinist .. .. .	272	0
Assistant to barbed wire machinist .. .. .	260	0
Clipper or tier-up on concertina barbed wire .. .. .	260	0
Rumbler .. .. .	264	0
Galvanizer .. .. .	284	6
Pickler—Head, or where only one pickler is employed .. .. .	269	6
Assistant pickler .. .. .	260	0
Assistant working over metal pot .. .. .	269	6
Swinger .. .. .	256	0
Wire-drawing block operator .. .. .	262	0
Tack Inspector .. .. .	259	0
Storeman, packer, or sorter .. .. .	278	6
Other employees with not less than three months' experience in the metal trades industry .. .. .	246	0
All others .. .. .	240	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.

#### Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

*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) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour and Industry be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three 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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour and Industry, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

*Wages.*

(f) The minimum weekly rates of wages 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 wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

										Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>											
										Per Week.	Per Week. £ s. d.
1st year	..	..	..	..	..	..	..	..	..	32	3 16 0
2nd year	..	..	..	..	..	..	..	..	..	43	5 2 0
3rd year	..	..	..	..	..	..	..	..	..	54	6 8 0
4th year	..	..	..	..	..	..	..	..	..	83	9 16 6
5th year	..	..	..	..	..	..	..	..	..	100 + 6s.	12 3 0
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>											
1st year	..	..	..	..	..	..	..	..	..	34	4 0 6
2nd year	..	..	..	..	..	..	..	..	..	54	6 8 0
3rd year	..	..	..	..	..	..	..	..	..	83	9 16 6
4th year	..	..	..	..	..	..	..	..	..	100 + 6s.	12 3 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) 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.*

(l) 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

*FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.*

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

	• Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
Under one month's experience .. .. .	75	s. d. ..	£ s. d. 8 17 6
All others .. .. .	75	16 0	9 13 6
When employed in a classification for which the corresponding margin in clause 23 of the Determination published in Government Gazette No. 154 of the 2nd April, 1954, exceeded 28s. per week but did not exceed 40s. per week,—75 per centum of the margin now prescribed for that classification in clause 23 hereof in lieu of the 16s. herein prescribed.			
<i>II.—Junior Females.</i>			
		Additional Amount.	
17 years of age and under .. .. .	52	3 6	4 16 0
18 years of age .. .. .	62	4 0	5 14 0
19 years of age .. .. .	72	4 6	6 12 6
20 years of age .. .. .	82	5 0	7 10 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 19 0
16 years of age .. .. .	34	3 0	4 3 6
17 years of age .. .. .	46	4 0	5 13 0
18 years of age .. .. .	58	5 0	7 2 6
19 years of age .. .. .	73	6 0	8 19 0
20 years of age .. .. .	88	7 0	10 15 6

\* The percentages for junior females relate to the female Basic Wage, (i.e., 75 per cent. of the Basic Wage prescribed in clause 22) but in all other cases relate to the male Basic Wage.

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 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 or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

*SPECIAL RATES.*

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

*Dirty Work.*

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

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

*Wet Places.*

(b) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

*Special Rates not Cumulative.*

(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 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.

*HOURS OF WORK.**Day Workers.*

6. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

*Five-Day Week.*

- (b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—
- (i) detriment to the public interest;
  - (ii) loss in the value of goods handled or to be handled
  - (iii) reducing the efficiency of production; or
  - (iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-day week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

*EMERGENCY PROVISIONS.*

6A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

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

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

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

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

- (4) Nothing continued 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 such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

*SHIFT WORK.**Definitions.*

7. (a) For the purposes of this clause :—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

*Hours—Continuous Work Shifts.*

- (b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require :—

- (i) a shift shall consist of not more than eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

*Hours—Other than Continuous Work.*

- (c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours, or



- (ii) 80 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week, or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

#### *Rosters.*

- (d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

#### *Variation by Agreement.*

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

#### *Afternoon or Night Shift Allowances.*

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid  $7\frac{1}{2}$  per cent. more than the ordinary rates for such shifts.

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(fi) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

#### *Overtime.*

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
  - (iii) by arrangement between the employees themselves;
  - (iv) for the purpose of effecting the customary rotation of shifts; or
  - (v) is due to the fact that the relief man does not come on duty at the proper time; or
  - (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

#### *Compulsory Overtime.*

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

#### *Sundays and Holidays.*

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

#### *Junior and Female Employees.*

(i) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

#### *MIXED FUNCTIONS.*

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

#### *OVERTIME.*

9. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

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

#### *Rest Period After Overtime.*

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

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

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

*Call Back.*

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

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

*Saturday Work—Five-Days' Week.*

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

*Standing By.*

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

*Meal Hours—General.*

(f) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

*Meal Hours—Maintenance Employees.*

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

*Crib Time.*

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

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

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

*Tea Money.*

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

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

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

*Transport of Employees.*

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

*Compulsory Overtime.*

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

**HOLIDAYS AND SUNDAY WORK.**

10. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall apply only to the day so substituted.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause 7 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sunday and public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays. Such double time to continue until he is relieved from duty:

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day, work done on holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall, on being relieved from duty be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays shall be paid for a minimum of three hours' work.

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

## EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

## PAYMENT OF WAGES.

12. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon determination of the employment wages due to an employee shall be paid to him on the day of such determination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

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

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

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

*Casual Employment.*

(c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

*Late Comers.*

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

## SICK LEAVE.

14. (a) An employee on weekly hiring who is absent from his work on account of personal illness<sup>1</sup> or injury by accident, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

*Single Day Absences.*

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

*Cumulative Sick Leave.*

(c) (i) 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, 1953, shall be disregarded.

(ii) Any accumulated sick leave not exceeding 80 hours standing to the credit of an employee on the 1st June, 1955, shall not be increased by virtue of sub-clause (i) hereof.

*Attendance at Hospital, &c.*

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

## ANNUAL 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.

MISCELLANEOUS.  
*Accommodation and Conveniences.*

*Boiling Water.*

16. (a) (i) Employers shall provide boiling water for employees at meal times.

*Drinking Water.*

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

*First-Aid Outfit.*

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Regulations require that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

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

*Lockers.*

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

*Washing and Sanitary Conveniences.*

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

*Clothing, Equipment, and Tools.*

*Damage to Clothing and Tools.*

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

*Goggles.*

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

*Protective Clothing—Galvanizing, &c.*

(iii) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

*Tools.*

(iv) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

*Females—Rest Period and Seats.*

(c) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

*Ventilation.*

(d) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated, the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

*SHOP STEWARDS.*

17. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

## RIGHT OF ENTRY OF UNION OFFICIALS.

18. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (ii) That he interviews employees only at places where they are taking their meal.
- (iii) That not more than one representative of each of not more than three unions be on the premises at any one time.
- (iv) That no one representative visit the premises more than once in each week.
- (v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions such employer may refuse the right of entry

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

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate.
- (ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (iii) That he does not interfere with work proceeding in the workshop or plant.
- (iv) That he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that  
organization.

is a duly accredited representative of the abovenamed

General Secretary.

(SEAL)

Date—

Specimen signature of holder—

Strictly not transferable.

## TIME AND WAGES BOOK.

19. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

## NOTICE BOARD.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

## GENERAL DEFINITIONS.

21. For the purposes of this Determination the following definitions shall apply:—

- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Year" means the period between the 1st day of June in each year and the next 31st day of May.
- "Nail or tack tool maker (special products)" means an adult employee engaged on the production of machine dies, cutters, and hammers where it is necessary to make his own reamers and/or specialized tools to produce such dies, but excludes the making of tools, dies &c., for the production of bullet head and flat head nails, clouts, brads, and/or tacks.
- "Nail or tack tool maker (other)" means an employee (other than a nail or tack tool maker (special products)) who makes and fits all tools used in nail, staple, or tack making machines.
- "Nail or tack machinist" means an adult employee who is in charge of and sets up machines to produce the various types of nails and/or tacks. He is also responsible for the quality of the product.
- "Assistant to nail or tack machinist" is one who brings up wire to machines, and assists machinist in feeding machines and removing finished products.
- "Barbed wire tool maker or machinist" means an employee who makes, grinds, and fits tools used in, and is in charge of barbed wire making machines. He is also responsible for the quality of the product.
- "Assistant to barbed wire machinist" is one who feeds material and spools into barbed wire machines, stands by, adjusts tension, cuts off and removes finished products.
- "Tradesman" is a person employed as a toolmaker and/or a setter-up and/or a machinist, receiving not less than the appropriate rate set out in clause 2.
- "Improver" is any junior employee other than an apprentice or a juvenile worker as defined.
- "Juvenile worker" means a male person under 21 years of age (other than an apprentice or an improver) employed in assisting rumbler, sawdusting, filling ladles, washing, scrubbing, drying, brushing off, sorting, packing, watching nail machines or barbed wire machines, wiring nail machines or barbed wire machines, watching and feeding tack machines, attending nail-rolling machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, attending roofing nail-heading machines.

## PERIODICAL ADJUSTMENT OF WAGES.

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

*Basic Wage.*

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

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 22.

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

*Marginal Rates.*

In addition to the basic wage provided in clause 22 the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin per Week.
	s. d.
Nail or tack tool maker (special products) .. .. .	75 0
Nail or tack tool maker (other) .. .. .	50 0
Nail or tack machinist .. .. .	35 0
Assistant to nail or tack machinist .. .. .	23 0
Roofing nail heading machinist .. .. .	35 0
Barbed wire tool maker or machinist .. .. .	35 0
Assistant to barbed wire machinist .. .. .	23 0
Clipper or tier-up on concertina barbed wire .. .. .	23 0
Rumbler .. .. .	27 0
Galvanizer .. .. .	47 6
Pickler—Head, or where only one pickler is employed .. .. .	32 6
Assistant pickler .. .. .	23 0
Assistant working over metal pot .. .. .	32 6
Swinger .. .. .	10 0
Wire drawingblock inspector .. .. .	25 0
Tack Inspector .. .. .	22 0
Storeman, packer, or sorter .. .. .	41 6
Other employees with not less than three months' experience in the metal trades industry .. .. .	9 0
All others .. .. .	3 0

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

J. W. RYAN, Secretary.

Melbourne, 11th July, 1955.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 849]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE HAM AND BACON CURERS 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 either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer," 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.

### IMPROVERS.

2.

### Wages.

	Percentage of Basic Wage.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>
First year .. .. .	43	1 0	104 0
Second year .. .. .	53	1 0	128 0
Third year .. .. .	67	2 0	163 0
Fourth year .. .. .	91	2 3	220 9
Fifth year and until reaching the age of 21 years .. .. .	100 plus 0s.	3 0	252 0

*Proportion (in any place).*—The number of improvers employed in any factory shall not exceed one to every three or fraction of three adult employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

## OTHER EMPLOYEES.

3.

## Wages.

	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
(a) <i>Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	16 12 6	3 0	16 15 6
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department .. .. .	15 17 0	3 0	16 0 0
First assistant in the curing department .. .. .	15 17 0	3 0	16 0 0
Other assistants in the curing department .. .. .	15 10 6	3 0	15 13 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers .. .. .	15 5 0	3 0	15 8 0
Yardmen .. .. .	15 2 0	3 0	15 5 0
All others .. .. .	14 18 0	3 0	15 1 0
(b) <i>Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods) .. ..	16 3 9	3 0	16 6 9
Filler-man .. .. .	15 12 0	3 0	15 15 0
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers .. .. .	15 17 0	3 0	16 0 0
Packing room hands .. .. .	15 4 6	3 0	15 7 6
Linkers and table hands .. .. .	15 2 6	3 0	15 5 6
All others .. .. .	14 15 0	3 0	14 18 0

## HOURS OF LABOUR.

4. The ordinary hours of work shall not exceed 40 per week to be worked in 5 days, Monday to Friday inclusive, between the hours of 7.30 a.m. to 5.30 p.m. on Monday to Friday inclusive, or if the employer and Union so agree in 5½ days, Monday to Saturday inclusive, where the hours shall be mutually arranged between the parties.

## MEAL INTERVALS.

5. (a) Employees shall be granted one hour for lunch on a full working day between noon and 2 p.m. or, if employees are working on shift work, between the fourth and fifth hour of work.

(b) Meal intervals, where allowed, shall not be counted as part of the daily or weekly hours worked.

## OVERTIME.

6. All time worked—

(a) in excess of 40 hours per week; or

(b) before the fixed starting time or after the fixed finishing time shall be paid at overtime rate, viz., time and a half for the first four hours and double time thereafter.

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

## ANNUAL HOLIDAY.

7. 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.

8. Employees required to work overtime for more than two hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. tea money in addition to any overtime payment to which they may be entitled.

## HOLIDAYS.

9. (a) The following days, or the days observed in lieu thereof, shall be holidays and shall be paid for as though worked :—  
New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, and Union Picnic Day.

(b) For work done in the delivery of small goods on these days time and a half shall be paid up to 9.30 a.m. and on Good Friday up till 11.30 a.m.

(c) In Melbourne, Melbourne Cup Day shall be observed as a holiday instead of Queen's Birthday.

(d) On any such holidays except Christmas Day, Anzac Day and Union Picnic Day, employees if required shall work for not more than two hours, but on Good Friday for not more than four hours at time and a half rates. On Christmas Day essential work only shall be worked.

(e) If an employee is dismissed within fourteen days before any of the holidays abovementioned and is re-engaged within fourteen days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(f) For any work done on holidays except as provided in sub-clause (e) hereof double time shall be paid.

## SUNDAY WORK.

10. All work performed on Sundays except attention to horses or other live stock shall be paid for at double rates with a minimum payment for four hours. For attention to horses or other live stock on Sundays ordinary rates shall be paid.

## MORNING BREAK.

11. All employees shall be granted an interval off duty for fifteen minutes in the morning between 9.30 a.m. and 10.30 a.m., such interval to be without loss of pay to the employee.



## PAYMENT OF WAGES.

12. (a) Wages due under this Determination to a weekly employee shall be paid in cash on Thursday in each week.  
 (b) Employers may, if they so desire, keep two days' pay in hand.  
 (c) Where the services of an employee are dispensed with all wages owing to him shall be paid to him on the day of his dismissal.  
 (d) Wages due under this Determination to a casual employee shall be paid immediately upon the termination of work on each day on which he is engaged.  
 (e) By agreement with their employees, country bacon factories may pay wages fortnightly on Friday nights.

## TIME BOOKS.

13. (a) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet, in which each day's starting and finishing times, and the times allowed for meals and each day's hours of work of each employee shall be entered (including overtime if any), and the wages received each week: such entries shall at least once a week, be vouched for by the signature of the employer or his representative or manager. The time book or time sheet shall not be destroyed by the employer or his representatives or manager for a period of at least twelve months from the date of the last entry therein.

(b) The time book or time sheet shall conform to the following specimen:—

Attendance, Time and Wages Book.

Date.	Employee's Name.	Starting Time.	Finishing Time.	Time Allowed for Meals.	Ordinary Hours Worked.	Overtime Hours Worked.	Time Worked During Meal Hours.	Payment Ordinary Time.	Payment Overtime.	Tax Money &c.	Payments.
											£ s. d.

I, the abovenamed employee a member of the Australasian Meat Industry Employees Union, employed as a non-member hereby certify that this is a true record of the time worked and the amount paid to me for week ending

19

The employee must strike out the words not required and initial same.

(Employee's Signature)

Vouched for, as correct by, the Employer.

Signature.

Less wages tax (if any)

Total payment

Tax Stamps, &c.

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees Union who has been authorized in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union: or to an official of the Meat and Allied Trades Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the district secretary or organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday:

Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding such further inspection.

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of the Determination.

## RIGHT OF ENTRY.

14. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate union business on the following conditions:—

- (a) that he produces his authority to the manager or such other person as may be appointed by the employer;  
 (b) that he interviews employees only at the place where they are taking their meal;  
 (c) that not more than one representative visits the premises at any one time;  
 (d) that not more than one representative visits the same premises more than once in a week; and  
 (e) that if any employer alleges that a representative is unduly interfering with his business 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 representatives shall have the right to bring such refusal to the Wages Board.

## ENGAGEMENT.

15. (a) Except in casual employment, all employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an 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.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards to his employer, within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance is due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence:

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both, for more than six days in each year. An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness.

For the purposes of this clause each year shall commence on the 1st day of July.

## LEAVE TO ATTEND UNION BUSINESS.

16. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union concerned, provided fair and reasonable notice is given to the employer. Provided also that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from his employment.

## MISCELLANEOUS PROVISIONS.

17. (a) The employer shall provide boiling water for the use of employees at meal times.

(b) First aid appliances and requisites shall be provided free of cost by employers for the use of employees meeting with injuries while on duty.

(c) The employer shall provide for his employees reasonable facilities for the taking of meals and changing of clothes.

## POSTING DETERMINATION.

18. A copy of this Determination shall be posted up by the employer in a conspicuous place accessible to all employees.

## PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for adults 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 20.

## BASIC WAGE.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	12 0 0	Five towns, Victoria

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1955, the amount of the basic wage shall be as prescribed in clause 19.

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

(d) The rates for improvers shall be the appropriate percentages as set out in clause 2, and in addition thereto the war loadings specified. 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, 26th July, 1955.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 850]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## AMENDING DETERMINATION OF THE HOSPITAL NURSES' 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 as:—

- (a) certificated nurses in public, private, intermediate, or community hospitals or in benevolent or in convalescent homes;
- (b) nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria;
- (c) registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
- (ii) in any—

infant welfare training school.  
mothercraft training school.  
babies' home;  
pre-school centre (including any crèche, nursery school, kindergarten, or play group).

- (d) certificated nurses engaged in connexion with an industrial or commercial undertaking;

- (e) certificated nurses employed in his practice by a qualified medical practitioner or dentist, or employed by any medical dental, or nursing society, association, clinic or service"—

has made the following Determination, namely:—

That on the 4th July, 1955, the Determination made on the 1st April, 1955, and published in *Government Gazette* No. 356 of the 23rd June, 1955, and which, consequent on an appeal to the Industrial Appeals Court, was referred back to the Wages Board, shall be amended by deleting clause 1 of Part 3, and inserting in lieu thereof the following:—

### PART 3.

NOTE.—This part applies to—

Certificated nurses engaged in connexion with any industrial or commercial undertaking.

1.	WAGES.								Per Week
									£ s. d.
During the first year's service	..	..	..	..	..	..	..	..	13 5 0
During the second year's service	..	..	..	..	..	..	..	..	13 10 0
Thereafter	..	..	..	..	..	..	..	..	13 15 0

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

J. V. WILLOX, Secretary.

Melbourne, 2nd August, 1955.

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

No. 850.—8092/55.—PRICE 6D.

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