



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 89]

FRIDAY, FEBRUARY 8.

[1957

*Labour and Industry Acts.*

## AMENDING DETERMINATION OF THE TILE LAYERS BOARD

IN accordance with the provisions of the Labour and Industry Acts the Tilayers Board has made the following Amending Determination, namely:—

That as from the 17th October, 1956, the Determination made on the 28th February, 1955, and in force as from the first pay period to commence in March, 1955, as published in *Government Gazette* No. 367 on the 27th June, 1955, shall be amended as follows:—

1. By deleting clause 6 and inserting in lieu the following:—

### SPECIAL RATES.

6. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

Provided that for an employee employed at work beyond a radius of 25 miles of the G.P.O., Melbourne, another day may by agreement between the employer and the Union be substituted for Melbourne Cup Day.

2. By adding a new clause 6A to read—

### OLYMPIC GAMES HOLIDAY.

6A. In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be included in this Determination. An employee not required to work during the period of such holiday or half-holiday as proclaimed shall receive payment at ordinary rates for same.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Double time shall be paid for all work done within such Municipality or part thereof, or such defined area during the period of the holiday or half-holiday, as the case may be.

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

J. W. RYAN, Secretary.

Melbourne, 17th October, 1956.





# VICTORIA GOVERNMENT GAZETTE.

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**No. 90]**

**FRIDAY, FEBRUARY 8.**

**[1957**

*Labour and Industry Acts.*

## AMENDING DETERMINATION OF THE CARDBOARD BOX TRADE BOARD.

**I**N accordance with the provisions of the Labour and Industry Acts the Cardboard Box Trade Board has made the following Amending Determination, namely :—

That as from the 20th November, 1956, the Determination made on the 8th February, 1955, and in force as from the first pay period to commence in February, 1955, as published in *Government Gazette* No. 232 on the 2nd May, 1955, shall be amended as follows :—

By adding a new clause 8a to read—

8a. Where, consequent upon the holding of the 1956 Olympic Games, a public holiday or public half-holiday is proclaimed by Order-in-Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 20th November, 1956.

1. The first part of the paper discusses the importance of the study of the history of the English language. It is noted that the English language has a long and rich history, and its study is essential for understanding the culture and society of the English-speaking world. The paper also mentions that the study of the history of the English language can help to identify the sources of the language and the factors that have influenced its development.

2. The second part of the paper discusses the importance of the study of the grammar of the English language. It is noted that the grammar of the English language is a complex system, and its study is essential for understanding the structure and function of the language. The paper also mentions that the study of the grammar of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

3. The third part of the paper discusses the importance of the study of the vocabulary of the English language. It is noted that the vocabulary of the English language is a vast and ever-changing system, and its study is essential for understanding the meaning and use of the language. The paper also mentions that the study of the vocabulary of the English language can help to identify the words that are most commonly used and the factors that have influenced their development.

4. The fourth part of the paper discusses the importance of the study of the pronunciation of the English language. It is noted that the pronunciation of the English language is a complex system, and its study is essential for understanding the sound and rhythm of the language. The paper also mentions that the study of the pronunciation of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

5. The fifth part of the paper discusses the importance of the study of the syntax of the English language. It is noted that the syntax of the English language is a complex system, and its study is essential for understanding the structure and function of the language. The paper also mentions that the study of the syntax of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

6. The sixth part of the paper discusses the importance of the study of the semantics of the English language. It is noted that the semantics of the English language is a complex system, and its study is essential for understanding the meaning and use of the language. The paper also mentions that the study of the semantics of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

7. The seventh part of the paper discusses the importance of the study of the pragmatics of the English language. It is noted that the pragmatics of the English language is a complex system, and its study is essential for understanding the meaning and use of the language. The paper also mentions that the study of the pragmatics of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

8. The eighth part of the paper discusses the importance of the study of the discourse of the English language. It is noted that the discourse of the English language is a complex system, and its study is essential for understanding the meaning and use of the language. The paper also mentions that the study of the discourse of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

9. The ninth part of the paper discusses the importance of the study of the sociolinguistics of the English language. It is noted that the sociolinguistics of the English language is a complex system, and its study is essential for understanding the meaning and use of the language. The paper also mentions that the study of the sociolinguistics of the English language can help to identify the rules that govern the language and the factors that have influenced its development.

10. The tenth part of the paper discusses the importance of the study of the psycholinguistics of the English language. It is noted that the psycholinguistics of the English language is a complex system, and its study is essential for understanding the meaning and use of the language. The paper also mentions that the study of the psycholinguistics of the English language can help to identify the rules that govern the language and the factors that have influenced its development.



# VICTORIA GOVERNMENT GAZETTE.

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No. 91]

FRIDAY, FEBRUARY 8.

[1957

*Labour and Industry Acts.*

## DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—1. This Determination applies to the whole of the State of Victoria.

2. On the 25th September, 1946, the powers of the Cemetery Employees Board were varied to enable it to "determine the lowest prices or rates which may be paid to any person employed in or about a crematorium".

IN accordance with the provisions of the Labour and Industry Acts, and the Orders in Council thereunder, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed :—

(a) in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener :

(b) in or about a crematorium "

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 7th November, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(Based on a Basic Wage of £13 3s. per week).

Apprentices or Improvers.			Other Employees.		
	Percentage of Basic Wage.	£ s. d.		Wages.	
				Per Hour.	Per Week.
				s. d.	£ s. d.
1st year	27	3 11 0			
2nd year	31	4 1 6			
3rd year	36	4 14 6			
4th year	43	5 13 0			
5th year	53	6 19 6			
			(a) In or about a cemetery—		
			Grave diggers	8 27/10	16 9 0
			All others	7 7 1/2	15 4 0
			(b) In or about a crematorium—		
			* Operator in charge	9 27/10	18 9 0
			Other operator	8 6 3/5	17 2 0
			All others	7 7 1/2	15 4 0

### PROPORTION (WITHIN ANY PLACE).

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

\* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed of an Operator in Charge whilst he is so required to act.

No. 91.—13052/56.—PRICE 6D.

## ALLOWANCES.

3. (a) Any employee who is required to set and/or fire explosives shall be paid 5s. extra per day for each day or part of a day on which he performs such operations, and any person who has been directed by the management to assist such an employee shall be paid 2s. 6d. per day extra for each day or part of a day on which he is so required to assist.
- (b) Any employee who is engaged in boring holes in stone by hand or machine for any period in excess of two hours on any day shall be paid 2s. 6d. per day extra for each day on which he is so required to work.

## EXHUMATIONS.

4. (a) Any workman employed in the opening and/or entering of a grave for the purposes of an exhumation or exhumations shall be paid for the first body removed the sum of 30s., and for each additional body removed from the same grave a further 15s.;
- (b) Any workman required to assist, but not to open and/or enter a grave, in connexion with an exhumation or exhumations from the same grave shall be paid an allowance of 7s. 6d.

## TIME OF BEGINNING AND ENDING WORK.

5. The ordinary times of beginning and ending work shall be between the following hours:—

8 a.m. to 5.15 p.m. Monday to Friday inclusive.

A meal interval of not less than 45 minutes shall be allowed each employee between noon and 1.30 p.m. each day.

## WEEK-END BURIAL OR CREMATION.

6. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth-streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions—

- (a) unless such burial or cremation is by direction of the District Officer of Health and—

(i) the deceased has died from an acute infectious disease; or

(ii) The body is in a state of obvious decomposition at the time when the funeral arrangements are being made;

- (b) the deceased person died between the hours of midday and midnight on the preceding Thursday; or

- (c) where any of the holidays prescribed in clause 8 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 8.

## OVERTIME.

7. All work done outside the hours specified as the times of beginning and ending work, or any work done within such hours in excess of 40 hours in any week, shall be paid for at the rate of time and a half.

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.

8. (a) All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and,

(i) within the Metropolitan District as defined in the Labour and Industry Acts—Melbourne Cup Day and Show Day;

(ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any employer and a majority of his employees;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this condition shall only apply for the day so substituted, or should any such holiday occur on a Saturday or a Sunday and a day is not so substituted employees whether called upon to work on such day or not shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the employer concerned.

Provided that should an employee be required to work on any day specified in this sub-clause such work shall not include the digging of stock graves, but may include:—

(i) any necessary maintenance work;

(ii) the filling in of a grave;

(iii) the preparation of an ordered grave.

- (b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows:—

(i) An allowance of 5s. if not given a start at work;

(ii) for work done with a minimum payment as for four hours.

The allowance or wage provided for in (i) and (ii) hereof is in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

8a. In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be included in this Determination. An employee not required to work during the period of such holiday or half-holiday as proclaimed shall receive payment at ordinary rates for same.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and or after such holiday or half-holiday shall not be entitled to be paid for such holiday or half-holiday.

Double time shall be paid for all work done within such Municipality or part thereof, or such defined area during the period of the holiday or half-holiday, as the case may be.

## SUNDAYS.

9. All work done on Sundays shall be paid for at double time. Provided that any employee who is required to be on duty solely for the purpose of acting as a patrolman or as a supervising attendant shall receive a minimum payment of 20s., and any employee called on duty to do any other work shall receive a minimum payment of 30s. for each Sunday he is so required to work.

## SATURDAYS.

10. Subject to the provisions of clause 8 hereof time and a half with a minimum payment of 36s. shall be paid for all work done on a Saturday.

## EMPLOYEE OPENING OR CLOSING A CEMETERY ON A SATURDAY, SUNDAY, OR A PUBLIC HOLIDAY.

11. Notwithstanding anything contained in clauses 8, 9, or 10 hereof any employee who is required only to open and/or close the gates of a cemetery on a Saturday, Sunday, or a Public Holiday specified in clause 8, shall be paid at the appropriate rate specified for work done on any such day with a minimum payment of 25s. for any such work.

## NOTICE OF WORK ON A SUNDAY OR HOLIDAY.

12. If at all possible, 24 hours notice that his services will be required on such day, shall be given to an employee required to work on a Sunday or a holiday specified in clause 8.

## PICNIC DAY.

13. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day, but shall within one month receive another day off in lieu of such picnic holiday or have one day added to the annual leave provided for in clause 16.

## FARE ALLOWANCE.

14. Any employee residing outside a radius of five miles from his place of employment shall in addition to any other amounts to which he may be entitled under this Determination receive the sum of five shillings per week as a fare allowance.

## TERMS OF ENGAGEMENT.

15. Any employee (other than a casual employee) willing and available to work shall, in respect of each week of his employment, be paid the full weekly wage fixed by this Determination.

## ANNUAL HOLIDAY.

16. An employee with not less than ten years of continuous service with the one employer shall be entitled to three weeks' annual holiday for each complete year of service thereafter with such employer. In all other cases the annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

## PAYMENT OF WAGES.

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

## SICK LEAVE.

18. (a) Any employee (other than a casual employee) after not less than three months of continuous service with an employer shall be entitled to sick leave as follows:—

During the first year—Ten hours for each completed month of service;

During any subsequent year of service—Three weeks.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave, as prescribed above is not taken during the employee's fourth, or any subsequent year of continuous service, such portion as is not taken in such fourth or any subsequent year of service, shall be cumulative from year to year up to a period not exceeding twelve weeks on full pay, provided that for each two weeks of any such sick leave, a medical certificate, or other satisfactory evidence of injury or illness shall be furnished by the employee if so required.

(c) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, for absence on account of ill-health or injury for any period not exceeding two consecutive working days, and not exceeding in the aggregate four working days in any one year, the production of a medical certificate shall not be necessary.

(d) Where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium, or under any Worker's Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage as is prescribed by sub-sections (a) and (b) hereof than is sufficient with such compensation to make up the full pay.

## CLOTHING, ETC.

19. Employees required to work in wet places shall be provided with leather or rubber knee boots.

An employee whilst engaged at grave digging shall be supplied with overall trousers, which shall be replaced from time to time where necessary, and shall be paid an amount of 3d. per day or part thereof as a boot allowance for each day on which he is so engaged.

Suitable and adequate overhead covering shall be provided for all employees engaged in grave digging.

An employee engaged in filling in a grave in rain shall be provided with suitable protective clothing.

An employee required to attend at a grave during a funeral shall be provided with a suitable dustcoat to cover his working clothes during such period.

## PROTECTION FROM FALLING EARTH OR MASONRY.

20. Where an employee is working in sand or loose earth at a depth of 5 ft. 6 in. or greater, or in any earth at a depth below 7 feet, he shall be assisted by another employee, or given protection by means of timbering or other adequate protection to obviate danger from falling earth or masonry. Where a grave is dug or re-opened in sand or loose earth, planking must be provided by the Cemetery Trust, and used by the grave digger for the safe conduct of the funeral for which preparation is being made.

## DEFINITION.

21. A casual employee is a person who is not required to report for duty on each of every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

## DINING ACCOMMODATION, ETC.

22. Where four or more men are ordinarily employed in a cemetery suitable dining accommodation with a fireplace, or other means of providing boiling water, and with adequate tables and forms shall be provided for the use of employees when having meals. This accommodation shall be kept clean and used for no other purpose.

Suitable drying accommodation with heating facilities when necessary shall also be provided in each such cemetery.

## TERMINATION OF EMPLOYMENT.

23. Except in a case where an employee or an employer has been guilty of misconduct seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause does not operate in the case of a casual employee.

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

J. W. RYAN, Secretary.

Melbourne, 25th October, 1956.





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[1957

*Labour and Industry Acts.*

## DETERMINATION OF THE BREAD CARTERS BOARD.

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

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

IN accordance with the provisions of the Labour and Industry Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

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

has made the following Determination, namely:—

1. That on the 28th November, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

**This Part applies to:—**

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

### PART 1.

1. The following rates are based upon a basic wage of £13 3s.

Improvers.*		Other Employees.		
—	Wages per Week of 40 Hours.	—	Wages per Week of 40 Hours.	
			Mildura District.	Elsewhere.
	s. d.		s. d.	s. d.
Under 16 years of age .. .. .	160 9			
16 years of age .. .. .	196 3			
17 years of age .. .. .	229 9			
18 years of age .. .. .	261 9			
19 years of age .. .. .	294 0			
20 years of age .. .. .	310 0			
		Stable Workers .. .. .	310 6	318 6
		All Others .. .. .	335 6	335 6

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

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

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

## TIMES OF BEGINNING AND ENDING WORK.

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

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

## DELIVERY OF BREAD.

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

## OVERTIME.

4. (a) For stable workers—

In excess of 40 hours in any week .. .. Time and one third for the first 2 hours and thereafter time and a half.

(b) For any other person—

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

## ALLOWANCE.

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

## SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

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

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

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 6 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

## SPECIAL RATE FOR SATURDAYS.

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

## MEAL TIME.

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

## TIME RATE.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary rate with an addition of 33 per centum.

For the time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary week's work, together with any overtime rate which is applicable.

## SICK LEAVE.

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

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

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

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

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

## DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

## TERMINATION OF EMPLOYMENT.

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

## ANNUAL HOLIDAY.

13. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

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

## UNION REPRESENTATIVE.

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

## DEFINITION.

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

(a) the City of Mildura, and

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

## PART 2.

This Part applies to:—

(a) The City of Hamilton, the town of Colac, the boroughs of Echuca and Wonthaggi,

(b) the Shires or portions of the Shires (if any) set forth below in the column opposite the name of the Shire:—

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

1. The following rates are based upon a basic wage of £13 3s.

* Improvers.					Other Employees.				

## SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1940* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

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

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 6 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

## MEAL TIME.

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

## TIME RATE.

8. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed for an ordinary week's work, at the ordinary rate with an addition of 33 per centum.

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

## SICK LEAVE.

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

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

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

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

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

## DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

## TERMINATION OF EMPLOYMENT.

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

## ANNUAL HOLIDAY.

12. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

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

## UNION REPRESENTATIVE.

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

## PART 3.

This Part applies to the cities of Ararat, Horsham, Shepparton and Sale; the towns of Castlemaine, Portland, St. Arnaud and Terang; the townships of Avoca, Belgrave, Chewton, Cobden, Cockatoo, Derrinallum, Emerald, Gembrook, Harcourt, Kallista, Lake Bolac, Lismore, Lower Ferntree Gully, Maldon, Monbulk, Mooroopna, Mortlake, Newstead, Noorat, Ollinda, Rochester, Shepparton East, Timboon, Upper Ferntree Gully, Upway, and Yapeen; the boroughs of Benalla, Clunes, Daylesford, Ingleswood, Korol, Maryborough, Port Fairy, Queenscliff, Stawell, Swan Hill and Wangaratta.

1. The following rates are based upon a basic wage of £13 3s.

• Improvers.					Other Employees.					
—					—					
					Wages per Week of 40 Hours.					
					s. d.					
Under 16 years of age	..	..	..	135	3					
16 years of age	..	..	..	166	6					
17 years of age	..	..	..	204	9					
18 years of age	..	..	..	236	3					
19 years of age	..	..	..	269	9					
20 years of age	..	..	..	287	3					
Proportion.—Wherever this section applies :—										
One Improver to every four or fraction of four workers receiving not less than the minimum wage.										
• The Board has determined that no apprentice shall be taken to this Section.										
					s. d.					
Stable workers					..	..	..	..	293	0
All others					..	..	..	..	308	0

## TIMES OF BEGINNING AND ENDING WORK.

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

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

## BREAD CARTERS' HOLIDAY.

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

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

## OVERTIME.

4. (a) For stable workers—

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

- (b) For any other person—

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

## ALLOWANCE.

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

## SPECIAL RATES.

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

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

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 6 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

## MEAL TIME.

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

## SICK LEAVE.

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

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

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

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

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

## DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

## TERMINATION OF EMPLOYMENT.

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

## ANNUAL HOLIDAY.

11. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

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

## UNION REPRESENTATIVE.

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

## PART 4.

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

1. The following rates are based upon a basic wage of £13 3s.

* Improvers.		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
	s. d.		s. d.
Under 16 years of age .. .. .	135 3		
16 years of age .. .. .	166 6		
17 years of age .. .. .	204 9		
18 years of age .. .. .	236 3		
19 years of age .. .. .	269 9		
20 years of age .. .. .	287 3		
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage.			
* The Board has determined that no apprentice shall be taken to this Section.			
		Stable workers .. .. .	293 0
		All others .. .. .	308 0

## TIMES OF BEGINNING AND ENDING WORK.

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

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

## OVERTIME.

3. (a) For stable workers—

In excess of 40 hours in any week .. .. Time and one third for the first 2 hours and thereafter time and a half.

(b) For any other person—

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

## ALLOWANCE.

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

## SPECIAL RATES.

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

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

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 5 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent to one working day.

## MEAL TIME.

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

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

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

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

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

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

## DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

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

## TERMINATION OF EMPLOYMENT.

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

## ANNUAL HOLIDAY.

10. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

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

## WEEKLY HOLIDAY.

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

## UNION REPRESENTATIVE.

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

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

J. V. WILLOX, Secretary.

Melbourne, 13th November, 1956.

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# VICTORIA GOVERNMENT GAZETTE.

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No. 93]

FRIDAY, FEBRUARY 8.

[1957

*Labour and Industry Acts.*

## DETERMINATION OF THE MOTHERCRAFT NURSES BOARD.

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

(b) On the 19th April, 1955, the Hospital Nurses Board and the Hospital and Benevolent Asylum Attendants Board were deprived of the power to determine any matter relating to mothercraft nurses, and such power was conferred exclusively on the Mothercraft Nurses Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed for "mothercraft nurses (that is, persons registered as mothercraft nurses under the *Mothercraft Nurses Act 1940*)"—has made the following Determination namely:—

That on the 15th November, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PART I.

Note.—This part applies to registered mothercraft nurses employed in or about a hospital, infant welfare and/or mothercraft training school, babies' home or any place giving residential care to babies and/or children of pre-school age.

### WAGES.

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 47s. 9d. per week may be deducted for board and lodging from the wages hereinafter provided.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

										Per Week.
										£ s. d.
First year's experience	..	..	..	..	..	..	..	..	..	10 10 3
Second year's experience	..	..	..	..	..	..	..	..	..	10 15 3
Third year's experience	..	..	..	..	..	..	..	..	..	11 10 3
Thereafter	..	..	..	..	..	..	..	..	..	11 15 3

The above rates are based upon a basic wage of £13 3s.

### ADDITIONAL PAYMENT.

2. Any employee who is required to use in connexion with her duties any certificate, other than that for a certificated mothercraft nurse, shall receive an allowance of 5s. a week extra, e.g., extra pre-school certificate.

### HOURS OF WORK.

3. (a) The number of hours for a week's work shall be 40, which may be worked in six days.

(b) With the exception of time occupied in having meals (which shall be a period of not less than 30 minutes for each meal) and one additional break if same is required by the institution, the work of each shift shall be continuous.

No. 93.—13049/56.—PRICE 6D.

## OVERTIME.

4. Time and a half shall be paid for all work done in excess of the ordinary hours prescribed in clause 3.

## TRAVELLING ALLOWANCE.

5. (a) Any employee whose duties require her to travel shall be paid first class fares and all reasonable out of pocket expenses.

(b) Any employee engaged for a distant position where a definite period of engagement is not stated shall, after six months' continuous service in such engagement receive a refund of first class railway, coach, or steamer fares, and reasonable out of pocket expenses incurred in reaching such position.

(c) Any employee engaged for a distant position for a definite period shall, when she completes the term of her engagement receive first class railway, coach, or steamer return fares and reasonable out of pocket expenses incurred in travelling.

## DAY OFF IN EACH WEEK.

6. All employees shall receive at least one clear day off in each week in the case of day-shift employees, and one clear night off in each week in the case of night-shift employees.

## ANNUAL LEAVE.

7. All employees shall be entitled to four weeks' annual leave, without deduction of pay, on completion of each year of service with an institution.

Provided that any employee who leaves, or is dismissed for any reason before completing a full qualifying twelve monthly period, shall in lieu of annual leave, receive a *pro rata* payment, based on the amount payable for the leave prescribed herein for a full twelve months' continuous service, and the period actually served.

## SICK LEAVE.

8. (a) In the event of an employee becoming sick and certified as such by the Medical Superintendent, or in an institution where there is no Medical Superintendent by a qualified Medical Practitioner approved by the institution, she shall be entitled to sick leave on full pay as follows:—

(i) During the first year of service in an institution—one day for each month of service.

(ii) During the second, third, and fourth years of service in an institution—two weeks in each year.

(iii) Thereafter—three weeks in each year.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

(c) (i) An employee who contracts an infectious disease in the course of her duties and is entitled to receive workers' compensation therefor, shall have any difference between workers' compensation and her ordinary wages made up by the institution up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of her duties and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

(iv) An infectious disease contracted by an employee not in the course of her duties shall count as ordinary sick leave and debited against any such period due.

## MINIMUM PAYMENT FOR WORK DONE IN ANY WEEK.

9. An employee who is willing and available for work shall if employed for less than 20 hours in any week receive a minimum of half a full week's ordinary wage for the class of work done, but if she is employed for 20 hours or over she shall receive a minimum of a full ordinary week's wage for the class of work done.

## TIME AND WAGE RECORDS.

10. An adequate record of the hours worked by each employee and the wage paid shall be kept by each employer.

## PROVISION OF ACCOMMODATION AND OTHER NECESSARY REQUIREMENTS.

11. Suitable healthy accommodation shall be provided for employees. Whenever possible single bedrooms shall be provided. Separate beds shall be provided for each employee.

## UNIFORM ALLOWANCE.

12. An employee shall be provided from the commencement of her service with an institution with necessary caps and also with suitable and sufficient material for the other articles of a uniform. In lieu of the provision of such caps and material the institution may, however, pay the employee an allowance of 3s. 6d. per week.

## LONG SERVICE LEAVE.

13. (a) Subject to the provisions set out in sub-clause (b) hereof all employees after the completion of fifteen years' continuous service, shall be entitled to leave of absence as in the said sub-clause (b).

(b) (i) An employee who has been in the service of the same employer for the period specified in sub-clause (a) hereof shall be entitled to six months' leave of absence on full salary or wage.

(ii) The long service leave to which an employee is entitled shall be given as soon as practicable having regard to the needs of the employer's establishment but the taking of such leave may be postponed to such date as is mutually agreed or, in default of agreement, as is directed by the Industrial Appeals Court.

(iii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired and has not received long service leave due to her under this clause, such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (b) (i) hereof plus a *pro rata* amount for all service in excess of fifteen years provided that such resignation or retirement is not due to serious and wilful misconduct.

(iv) Upon the death from any cause of an employee, who, at the date of death was eligible for the grant of long service leave, the Board shall pay to the legal representative of the deceased employee the amount that the employee would have been entitled to receive had she retired immediately prior to the date of her death.

(c) In the case of an employee who has completed at least ten years' service but less than fifteen years with her employer and whose employment is terminated—

(i) by the employer for any cause other than serious and wilful misconduct;

(ii) by the employee on account of illness incapacity or domestic or any other pressing necessity where such illness incapacity or necessity is of such nature as to justify such termination;

shall be entitled to such amount of long service leave as equals one-eightieth of the period of continuous employment.

(d) For the purposes of this clause the following definitions shall apply—

"Service" shall mean service calculated as from the date of entering employment with the institution as an employee and shall include all periods during which an employee was serving in Her Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary or Wage" shall mean the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken, or immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Board" shall mean the Board or Controlling Authority of the institution in which the employee is employed.

#### TERMINATION OF EMPLOYMENT.

14. Except when the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee, or in lieu thereof fourteen days' pay shall be paid or forfeited, as the case may be. Notice of termination of employment shall not be given by either employer or employee during a period of sick leave with the object of avoiding their obligations under clause 8.

#### PART II.

Note.—This part applies to registered mothercraft nurses employed in or about a day nursery, creche, play centre, or places for the day care of babies or children of pre-school age.

#### WAGES.

1. Any employee provided with suitable accommodation shall be provided with laundry, free of charge, but a sum of 47s. 9d. per week, may be deducted for board and lodging from the wages hereinafter provided.

Employees not provided with suitable accommodation shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out and shall also be entitled to one meal per day to be provided by the employer.

										Per Week.
										£ s. d.
First year's experience	..	..	..	..	..	..	..	..	..	10 10 3
Second year's experience	..	..	..	..	..	..	..	..	..	10 15 3
Third year's experience	..	..	..	..	..	..	..	..	..	11 10 3
Thereafter	..	..	..	..	..	..	..	..	..	11 15 3

The above rates are based upon a basic wage of £13 3s.

#### ADDITIONAL PAYMENT.

2. Any employee who is required to use in connexion with her duties any certificate, other than that for a certificated mothercraft nurse, shall receive an allowance of 5s. a week extra, e.g., extra pre-school certificate.

#### HOURS OF WORK.

3. The number of hours which shall constitute an ordinary week's work shall be 40.

#### OVERTIME.

4. Time and a half shall be paid for all work in excess of 40 hours a week.

#### ANNUAL HOLIDAY.

5. The annual holiday shall be as proscribed by the provisions of the Labour and Industry Acts.

#### PUBLIC HOLIDAYS.

6. Employees shall be entitled to the following holidays without deduction of pay—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and such other day or days as from time to time may be proclaimed throughout the State as public holidays.

Provided that any employee who is required to be on duty on any day hereinbefore provided for as a holiday shall be allowed another day off in lieu thereof or shall receive an additional day's pay.

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays proscribed in clause 6 hereof.

Provided that no employee shall be entitled to the conditions proscribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

#### SICK LEAVE.

7. (a) In the event of an employee becoming sick and certified as such by the Medical Superintendent, or in any institution where there is no Medical Superintendent by a qualified Medical Practitioner approved by the institution, she shall be entitled to sick leave on full pay as follows:—

(i) During the first year of service in an institution—one day for each month of service.

(ii) During the second, third, and fourth years of service in an institution—two weeks in each year.

(iii) Thereafter—three weeks in each year.

(b) If the full period of sick leave as prescribed in sub-clauses (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

(c) (i) An employee who contracts an infectious disease in the course of her duties and is entitled to receive workers' compensation therefor, she shall have any difference between workers' compensation and her ordinary wages made up by the institution up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of her duties, and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

(iv) An infectious disease contracted by an employee not in the course of her duties shall count as ordinary sick leave and debited against any such period due.

#### MINIMUM PAYMENT FOR WORK DONE IN ANY WEEK.

8. An employee who is willing and available for work shall if employed for less than 20 hours in any week receive a minimum of half a full week's ordinary wage for the class of work done, but if she is employed for 20 hours or over she shall receive a minimum of a full ordinary week's wage for the class of work done.

#### TIME AND WAGE RECORDS.

9. An adequate record of the hours worked by each employee and the wage paid shall be kept by each employer.

#### MEAL INTERVAL.

10. A meal interval of not less than 30 minutes shall be allowed each employee during each shift. Such meal interval shall not count as time worked.

#### UNIFORM ALLOWANCE.

11. An employee shall be provided from the commencement of her service with an institution with necessary caps and also with suitable and sufficient material for the other articles of a uniform. In lieu of the provision of such caps and material the institution may, however, pay such an employee an allowance of 3s. 6d. per week.

#### LONG SERVICE LEAVE.

12. (a) Subject to the provisions set out in sub-clause (b) hereof all employees after the completion of fifteen years' continuous service, shall be entitled to leave of absence as in the said sub-clause (b).

(b) (i) An employee who has been in the service of the same employer for the period specified in sub-clause (a) hereof shall be entitled to six months' leave of absence on full salary or wage.

(ii) The long service leave to which an employee is entitled shall be given as soon as practicable having regard to the needs of the employer's establishment but the taking of such leave may be postponed to such date as is mutually agreed or, in default of agreement, as is directed by the Industrial Appeals Court.

(iii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired and has not received long service leave due to her under this clause, such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (b) (i) hereof plus a *pro rata* amount for all service in excess of fifteen years provided that such resignation or retirement is not due to serious and wilful misconduct.

(iv) Upon the death from any cause of an employee, who, at the date of death was eligible for the grant of long service leave, the Board shall pay to the legal representative of the deceased employee the amount that the employee would have been entitled to receive had she retired immediately prior to the date of her death.

(c) In the case of an employee who has completed at least the years' service but less than fifteen years with her employer and whose employment is terminated—

(i) by the employer for any cause other than serious and wilful misconduct;

(ii) by the employer on account of illness incapacity or domestic or any other pressing necessity where such illness incapacity or necessity is of such nature as to justify such termination;

shall be entitled to such amount of long service leave as equals one-eightieth of the period of continuous employment.

(d) For the purposes of this clause the following definitions shall apply:—

"Service" shall mean service calculated as from the date of entering employment with the institution as an employee and shall include all periods during which an employee was serving in Her Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary or Wage" shall mean the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken, or immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Board" shall mean the Board or Controlling Authority of the institution in which the employee is employed.

#### ACCOMMODATION FACILITIES.

13. Suitable toilet and washing facilities and lock-up cupboard for outdoor clothing &c. shall be provided.

#### TERMINATION OF EMPLOYMENT.

14. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee or in lieu thereof, fourteen days' pay shall be paid or forfeited, as the case may be. Notice of termination of employment shall not be given by either employer or employee during a period of sick leave with the object of avoiding their obligations under clause 7.

#### PART III.

Note.—This part applies to registered mothercraft nurses employed in a private home, either in a residential or non-residential capacity.

#### WAGES.

£ s. d.

The following rates are based upon a basic wage of £13 3s.

1. (a) Care of one child .. .. .	7	13	6	per week
Care of two or more children .. .. .	8	3	6	per week
(b) Per day of not less than 8 hours .. .. .	2	8	0	per day
Per hour if less than 8 hours .. .. .	0	6	0	per hour or part thereof, plus 2s. 6d. fare allowance.

## HOURS OF DUTY.

2. A nurse shall be entitled to have two hours free time off duty during each day off duty. If the nurse is responsible for the early morning feed, the mother shall be responsible for the baby for the late evening feed.

A nurse shall have a full day off duty each week commencing not later than 7 p.m. on the evening preceding the day off.

When the engagement is of longer duration than two weeks, in addition to her usual day off, the nurse shall be free alternately either on Saturday or Sunday in each week after the mid-day meal.

A nurse may take her day off at the conclusion of six working days, or, if mutually agreed, two days off at the conclusion of twelve working days.

The hours of a nurse living out may be adjusted to suit both parties.

A nurse attending a country engagement may be allowed to accumulate her weekly days off and take them as leave with pay at a time mutually agreed upon.

## BOARD AND LODGING.

3. A nurse shall be provided with full board and lodging, but if she is required to sleep out to suit her employer's convenience she shall be paid 5s. 9d. per week in addition to her wages, and she shall be provided with two meals per day, free of charge, by the employer.

The wages of a nurse who sleeps out to suit her own convenience shall be unchanged.

## TRAVELLING EXPENSES.

4. A nurse engaged for a distant position shall receive a refund of first class return fares between Spencer-street Station and the places of employment. When proceeding to another engagement in the same district fares for one way only shall be payable.

## ANNUAL HOLIDAY.

5. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

## PUBLIC HOLIDAYS.

6. Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and such other day or days as from time to time may be proclaimed throughout the State as public holidays.

Provided that any employee who is required to be on duty on any day hereinbefore provided for as a holiday shall be allowed another day off in lieu thereof or shall receive an additional day's pay.

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 6 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

## SICK LEAVE.

7. (a) In the event of an employee becoming sick and certified as such by a qualified Medical Practitioner approved by the employer she shall be entitled to sick leave on full pay as follows:—

(i) During the first year of service—one day for each month of service.

(ii) During the second, third, and fourth years of service—two weeks in each year.

(iii) Thereafter—three weeks in each year.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

(c) (i) An employee who contracts an infectious disease in the course of her duties and is entitled to receive workers' compensation therefor, shall have any difference between workers' compensation and her ordinary wages made up by the employer up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of her duties, and same having been certified to by a Medical Practitioner approved by the employer, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

(iv) An infectious disease contracted by an employee not in the course of her duties shall count as ordinary sick leave and debited against any such period due.

## TERMINATION OF EMPLOYMENT.

8. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee, or in lieu thereof fourteen days' pay shall be paid or forfeited, as the case may be. Notice of termination of employment shall not be given by either employer or employee during a period of sick leave with the object of avoiding their obligations under clause 7.

## DUTIES OF MOTHERCRAFT NURSES.

9. A mothercraft nurse is qualified to undertake the care of normal babies and young children or premature babies, but not the nursing of cases of definite illness other than digestive disturbances.

The responsibilities of a mothercraft nurse shall include the care, cleanliness and neatness of the children's room or nursery, also of her own room; for the washing, ironing, airing and mending of the children's clothes; for the care of everything in connexion with the children's food; and for all duties directly pertaining to her charge, including the children's daily outing if required.

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

J. V. WILLOX, Secretary.

Melbourne, 15th November, 1956.

1. *Chlorophyll a* and *Chlorophyll b* were determined by the method of Arar and Collins (1971) using a Shimadzu 1601 UV-Visible Spectrophotometer.



# VICTORIA GOVERNMENT GAZETTE.

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No. 94]

FRIDAY, FEBRUARY 8.

[1957

*Labour and Industry Acts.*

## AMENDING DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS.)

**I**N accordance with the provisions of the Labour and Industry Acts the Shops Board No. 15 (Grocers) has made the following Amending Determination, namely:—

That as from the 16th October, 1956, the Determination made on the 26th March, 1956, and in force as from the first pay period to commence on or after the 10th April, 1956, as published in *Government Gazette* No. 541 on the 15th June, 1956, shall be amended as follows:—

1. By deleting clause 10 and inserting in lieu the following:—

### SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

10. Treble time shall be the special rate payable for all work done on Easter Saturday (i.e., the Saturday immediately succeeding Good Friday), and double time for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day, within the Metropolitan District, Melbourne Show Day and Melbourne Cup Day, and within the Cities of Geelong, Geelong West, Newtown and Chilwell after 12 noon on 24th October, 1956, (Geelong Cup Day). But, if any other day be substituted by Act of Parliament or Proclamation for any of the above-named holidays, the special rate shall be payable for work done only on the day so substituted.

All employees shall be entitled to the above-named holidays without deduction of pay.

Outside the Metropolitan District where in connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof or such defined area is concerned be deemed to be included in the list of holidays prescribed herein.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

2. By deleting clause 10A and inserting in lieu the following:—

### PUBLIC HOLIDAYS.

10A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District, Show Day, Melbourne Cup Day, and 22nd November, 1956, (Olympic Day), or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

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

J. W. RYAN, Secretary.

Melbourne, 16th October, 1956.



Figure 1: Scatter plot of Y vs X with linear regression line.



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 8

[1957

*Labour and Industry Acts.*

## AMENDING DETERMINATION OF THE SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

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

(b) On the 21st December, 1922, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is carried on, and such power was conferred exclusively on the Restaurant Board.

(c) On the 4th December, 1929, the power to determine the lowest prices or rates which may be paid to any persons employed in any bread shop was taken from the Shops Board No. 18 (Miscellaneous Shops) and conferred exclusively on the Shops Board No. 19 (Confectionery, Pastry, Fruit and Vegetable).

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in confectionery and pastry shops or fruit and vegetable shops," has made the following Determination, namely:—

That as from the 19th October, 1956, the Determination published in *Government Gazette* No. 555 of the 5th July, 1955, as amended by a Determination of the Industrial Appeals Court, shall be further amended as follows:—

By deleting clause 8 and inserting in lieu the following:—

### SUNDAYS AND HOLIDAYS.

8. (a) Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District, Melbourne Show Day and Melbourne Cup Day, and within the Cities of Geelong, Geelong West, and Newtown and Chilwell after 12 noon on the 24th October, 1956, (Geelong Cup Day).

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

(b) All employees, provided their services are not required, shall be entitled to the above-named holidays without deduction of pay.

(c) In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed herein.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 5th November, 1956.





# VICTORIA GOVERNMENT GAZETTE

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No. 96]

TUESDAY, FEBRUARY 12.

[1957

*Labour and Industry Acts.*

## DETERMINATION OF THE PLUMBERS BOARD.

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

(2) Plumbing and Gasfitting were proclaimed as Apprenticeship Trades under the *Apprenticeship Act 1928* for various parts of the State as follows:—

- (a) Metropolitan District, 10th October, 1928;
- (b) City of Ballarat, and the Borough of Sebastopol, and the Cities of Geelong, Geelong West, and of Newtown and Chilwell, and the Moorpanyal riding of the Shire of Corio, 23rd March, 1938;
- (c) The remainder of the State, 26th July, 1949.

*Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne, C.2.*

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board, since the 24th April, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—has made the following Determination, namely:—

That, as from the beginning of the first pay period to commence on or after the 28th September, 1956, the last previous Determination of this Board, as amended by a Determination of the Industrial Appeals Court shall be revoked and replaced by this Determination.

### PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

WAGES FOR WEEK OF 40 HOURS.

APPRENTICES AND IMPROVERS.

#### (i) Apprentices.

1. (a) The rates and conditions for apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.

#### (ii) Improvers.

The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928*, for the various parts of the State, as set out in the preamble of this Determination.

(b)

## OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation, repair, alteration, or demolition of buildings performed on the site thereof.			(ii) Applying to other work, including employment by an employee in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.		
Person employed—	Wages per Week. £ s. d.	Wages per Hour. s. d.	Person employed—	Wages per Week. £ s. d.	Wages per Hour. s. d.
(a) Where the artificial temperature is—			(a) Where the artificial temperature is—		
Over 130° F. . . . .	23 0 4	11 6	Over 130° F. . . . .	22 12 7	11 3½
115° F., but not exceeding 130° F. . . . .	22 3 6	11 1	115° F., but not exceeding 130° F. . . . .	21 15 9	10 10½
50° F. or lower . . . . .	23 0 4	11 6	50° F. or lower . . . . .	22 12 7	11 3½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	21 1 10	10 6½	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	20 14 1	10 4½
(c) Lead burning or at lead work connected therewith . . . . .	21 0 9	10 6½	(c) Lead burning or at lead work connected therewith . . . . .	20 13 0	10 4
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high-pressure steam to machinery for power) . . . . .			(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high-pressure steam to machinery for power) . . . . .		
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	19 0 9	9 6½	(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	18 13 0	9 4
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .			(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .		

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship work.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

## ALLOWANCES.

2. In addition to the wages rates set out above an allowance at the rate of 7s. 6d. per week shall be paid to journeymen (other than on a ship) to compensate for the following classes of work whether or not such work is performed in any week:—

- (i) Work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height;
- (ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes; also repairing and putting same in proper order;
- (iii) Work in any confined space;
- (iv) Work in wet places; or
- (v) Dirty or offensive work.

## ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

3. (a) Subject to sub-clauses (b) and (c) hereof the following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets), or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s. d.
Up to and including 12 miles . . . . .	4 0 per day
Over 12 miles and including 20 miles . . . . .	4 9 per day
Over 20 miles and including 30 miles . . . . .	5 6 per day

Over 30 miles travelling time shall be paid at the rate of 6s. 3d. per hour calculated to the nearest quarter of an hour with a minimum of one-quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30-mile radius to the job and returning thereto in addition to the allowance prescribed for such radius, plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

(b) In the case of the employment of persons on the construction renovation alteration or demolition of buildings performed on the site thereof, these allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 11d. per day travelling allowance shall be paid.

(c) In all cases other than provided for in sub-clause (b) hereof, if the employer provides or offers to provide transport free of charge, 2s. 11d. per day travelling allowance shall be paid. In the case of an employee who is normally required to report for and finish work at his employer's workshop, and is transported to and from any job by his employer, no allowance shall be paid.

(d) Where fares are necessarily incurred on distant jobs, as defined in clause 3A. (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(e) Sub-clauses (a), (c), and (d) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre.

## ALLOWANCE IN RESPECT OF DISTANT JOBS.

3a. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation, including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein, including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be:—

	s.	d.
For less than a full week .. .. .	20	0 per day
For a full working week at the rate of .. .. .	65	0 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 3 (a) of this Part an employee to whom sub-clause (a) hereof applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay and, where incurred, second-class return fare and 6s. 3d., or any greater amount incurred, to cover expense of reaching his home railway station and transport of tools if any cost necessary: Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months, this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

## DEFINITION.

4. "Centre" shall mean the employer's usual place of business.

## SHIP WORK.

5. (i) All work done on a ship of any class—

- (a) whilst it is under way; or
- (b) in wet places or confined spaces; or
- (c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes—shall be paid for at the rate of 1s. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding 2 inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workman be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour and Industry of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such inspector will be binding on both of them.

## ORDINARY WEEK'S WORK.

6. The ordinary hours for a week's work shall be 40 which shall be worked in five days (Monday to Friday, inclusive) of 8 hours each.

A meal break of not less than 42 minutes shall be allowed each day between noon and 2 p.m.

## TIMES OF BEGINNING AND ENDING WORK.

7. The ordinary times of beginning and ending work shall be between the hours of 7.30 a.m. and 5.30 p.m.

## OVERTIME.

8. Overtime shall be paid for as follows:—

(a) Outside the hours fixed in clause 7 of this Part:—

- (i) Before the time of beginning work .. .. . Double time.
- (ii) After the time of ending work .. .. . Time and a half for the first hour and double time thereafter.

(b) Within the hours fixed in clause 7 of this Part in excess of 40 hours in any week:—

- First hour .. .. . Time and a half.
- Thereafter .. .. . Double time.

NOTE.—Work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

Provided that all work performed on a Saturday, Sunday, or Public Holiday, and for which prior notice has not been given, shall be deemed to be a recall to work in accordance with the provisions of sub-clause (d) of this clause.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time, and commenced prior to midnight shall 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.

If, on the instructions of his employer, any employee resumes work without having had such eight hours off duty, he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then 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) An employee recalled to work overtime after leaving his employer's business premises shall be paid at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.

(e) An employee shall not be compelled to work for more than five hours without a break for a meal.

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

(g) An employee working overtime after the evening meal break shall be allowed a crib-time of twenty minutes after each four hours of overtime work, if the employee continues work after such crib-time. Such crib-time shall be paid for at the ordinary rate.

## CASUAL LABOUR.

9. Casual employees (i.e., persons employed during the week for not more than one-half maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act 1928*), Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for the day so substituted.

10A. Olympic Day, 22nd November, 1956 (within such area as may be proclaimed by Order in Council), shall be included as a holiday in this Determination. An employee not required to work during the period of such holiday within the area as proclaimed, shall receive payment at ordinary rates for such holiday. Provided that if he fails to attend for work on the working day before and/or after such holiday without reasonable excuse he shall not be entitled to be paid for same.

Double time shall be paid for all work done during the period of the holiday within the proclaimed area.

## EMPLOYEE ATTENDING FOR DUTY.

11. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that, where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

## TOOLS AND APPLIANCES.

12. That if any employee is required to provide any or all of the following tools or appliances—

caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vices—

1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

## DAMAGE TO CLOTHING AND TOOLS.

13. 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 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.

## DAY FOR PAYMENT OF WAGES.

14. Wages, allowances, and other monies due, shall be paid not later than the time of ceasing work on Thursday of each working week. On termination of employment by the employer, all wages, allowances, and other monies shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

## REST PERIOD.

15. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m., without deduction of pay.

## SUPPLY OF HOT WATER.

16. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times and during the morning rest period.

## ANNUAL HOLIDAY.

17. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

## ADDITIONAL ANNUAL LEAVE AND SICK LEAVE.

18. When it is a constant condition of employment that an employee is continuously required to work, or on call for work, on week-ends (i.e., Saturdays and Sundays) such employee shall be entitled to—

(a) one week's additional annual leave with pay; and

(b) payment for a maximum of forty hours for sickness (duly certified) in any one year, provided that, in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum payment of 120 hours for sickness.

For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded.

## TIME OFF FOLLOWING ACCIDENT.

19. An employee suffering injury through an accident arising out of and in the course of his employment (whether or 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 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.

## WASHING TIME.

20. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

## TERMINATION OF EMPLOYMENT.

21. One hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

## PART II.

This Part applies to all persons employed by Gas Companies.

## 1.

## WAGES.

Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Lead burning or at lead work connected therewith .. .. .	19 6 6
(b) on fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high-pressure steam to machinery for power) .. .. .	17 6 6
(c) in fixing any material used instead of metal for pipes, guttering, or roof covering .. .. .	
(d) and any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main, or service laying) .. .. .	

## Provided—

(i) that employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946;

(ii) that existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 6s. as a tool allowance.

## APPRENTICES AND IMPROVERS.

## (a) Apprentices.

2. The rates and conditions for apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.

## (b) Improvers.

The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928*, for the various parts of the State, as set out in the preamble of this Determination.

## CONDITIONS OF EMPLOYMENT.

3. The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

## PART III.

This Part applies to all persons employed under this Determination.

## PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 2 of this Part. Provided that the method of adjustment as regards clause 1 of Part I. shall be in accordance with the provisions of clause 3 of this Part.

## BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	13 3 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

2. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'C' series 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, 1956, the amount of the basic wage shall be as prescribed in clause 1 of this Part.

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

3. (a) The amount of the weekly wages prescribed for employees classified under classifications (i) (e) and (ii) (e) in clause 1 (b) of Part I. have been ascertained by the following method :—

	£	s.	d.
Basic wage .. .. .	13	3	0
Margin for skill .. .. .	3	15	0
Tool allowance .. .. .	0	5	0
Disabilities loading (including registration compensation) .. .. .	0	8	6
Total .. .. .	17	11	6

The amount payable for a year would be £17 11s. 6d.  $\times$  52 = £913 18s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill-health and, further, in respect of classification (i) (e) only one week for following the job; the weekly wage payable in respect of classification (i) (e) was ascertained by dividing the amount payable for a year by 48 and, in respect of classification (ii) (e), by dividing such amount by 49.

Future adjustments of the wages mentioned are to be made by a similar method.

Remaining classifications in the said clauses are to retain their existing weekly margins over classifications (i) (e) and (ii) (e) after adjustment.

(b) The hourly rates shall in respect of each classification be 1/40th of the weekly rate.

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

J. W. RYAN, Secretary.

Melbourne, 13th September, 1956.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 97]

TUESDAY, FEBRUARY 12.

[1957

*Labour and Industry Acts.*

## AMENDING DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING.)

NORE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

(a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;

(b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

That as from the 8th October, 1956, the Determination published in *Government Gazette* No. 55 of the 9th January, 1956, shall be further amended as follows:—

1. That clause 15 shall be amended to read.

### SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

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

<p>Sunday New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, Boxing Day, after 12 noon on Show Day in such localities mentioned in the Sixth Schedule to the <i>Public Service Act 1946</i> as are within the area to which this Determination applies, and within the Cities of Geelong, Geelong West, and Newtown and Chilwell after 12 noon on October 24th, 1956, (Geelong Cup Day).</p>	}	<p>Double time.  Double time.</p>
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Easter Saturday—

(a) in the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne Five times the ordinary rate.

(b) in all other places where this Determination applies .. .. . Double time.

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

2. That clause 15A be amended to read—

PUBLIC HOLIDAYS.

15A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District, Melbourne Cup Day, and 22nd November, 1956 (Olympic Day) or any other day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as public holidays.

3. That a new clause 15B be inserted to read as follows—

15B. In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order-in-Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 15 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 24th September, 1956.



# VICTORIA GOVERNMENT GAZETTE.

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No. 98]

TUESDAY, FEBRUARY 12.

[1957

*Labour and Industry Acts.*

## AMENDING DETERMINATION OF THE ELECTRICAL TRADE BOARD.

IN accordance with the provisions of the Labour and Industry Acts the Electrical Trade Board has made the following Amending Determination namely—

That as from the 20th November, 1956, the Determination made on the 1st December, 1954, and in force as from the first pay period to commence on or after the 13th December, 1954, as published in *Government Gazette* No. 40 on the 4th February, 1955, shall be further amended as follows:—

By inserting a new clause 12A to read—

12A. Where, consequent upon the holding of the 1956 Olympic Games, a public holiday or public half-holiday is proclaimed by Order-in-Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 20th November, 1956.

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