

# VICTORIA

# GOVERNMENT GAZETTE.

Bublished by Authority.

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

No. 921

# FRIDAY, FEBRUARY 8.

**[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.

- N 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 passage of classes of a classes of a pointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons-
  - (i) wheresoever 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 :-

This Part applies to:—

The Metropolitan District as defined in the Labour and Industry Acts and such portion of the Shire of Doneaster 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, Warrambool; 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.

	Other Employees.												
		_			Wages pe	er Week	_	Wages per Week of 40 Hours.					
	of 40 Hours.									Mildura District.		Elsewhere.	
					8.	d.				ø.	d.	٥.	d.
nder 16 years of	age				160					1			
3 years of age					196					Ī	i		
years of age					229		Stable Workers			310		318	
3 years of age					261		All Others			335	6	335	6
years of age					294					1	ļ		
years of age			• •		310	0							

<sup>\*</sup> 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

(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

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.

#### SICH 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—31 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

(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 The Seaford Riding and Township of Frankston 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.							
•								_	_		-	Wag per W of 40 H	eek			
					Wage Wee 40 B	s per k of lours.										
					8.	d.						s.	d.			
Under 16 years of a	, e				155											
l6 years of age		•		• •	189	9							_			
l7 years of age			• •		222	6	Stable Workers	• •	• •	• •	• •	308				
8 years of age			• •	• •	253	0	All Others	• •		• •	• •	325	6			
19 years of age 20 years of age	•	•	• •	• •	286 302	0										
PROPORTIONS One improver to	(In	over this	ce.)			rkers										

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

#### TIMES OF BEGINNING AND ENDING WORK.

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

Time of Ending. Time of Beginning.

5 a.m.

6 p.m. on ordinary days.
7 p.m. on days during which bread for more than one day's consumption is delivered. 5 a.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 township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings), the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) and the borough of Echuca, every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.
  - (c) In the case of the township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings, the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) and the borough of Echuca, every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.

#### OVERTIME.

4. (a) For stable workers-

In excess of the number of hours fixed for a week's work

Time and one third for the first 2 hours and thereafter time and

(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.

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-3; 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

(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 employer 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.

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, Mortiake, Newstead, Noorat, Olinda, Rochester, Shepparton East, Timboon, Upper Ferntree Gully, Upway, and Yapeen; the boroughs of Benalla, Clunes, Daylesford, Inglewood, Korolt, Maryborough, Port Fairy, Queenscliff, Stawell, Swan Hill and Wangaratta.

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

	• Imi	rovers.				Other Employees.						
				Wages Week 40 Ho	of							
Under 16 years of age 17 years of age 18 years of age 19 years of age 20 years of age	••	  		s. 135 166 204 236 269 287	6 9 3 9			_			per	agea Week Hours.
Proportion.—Whereve One Improver to receiving not less tha	every four	or frac	tion of	four wo	rkers	Stable workers	• •		.,		ø. 293	
The Board has determ Section.	ned that n	o apprentic	e shall be	taken t	o this	All others			••		308	

#### TIMES OF BEGINNING AND ENDING WORK.

#### 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, Derrinallam, Harcourt, Lake Bolac, Lismore, Maldon, Mooroopna, Mortlake, Newstead, Noorat, Rochester, Shepparton East, Timboon and Yapeen, every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.

#### OVERTIME.

4. (a) For stable workers-

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

(b) For any other person-

Within the hours fixed, in excess of the number of hours fixed as the week's work ... ...

Time and one third for the first 2 hours and thereafter time and a half.

#### ALLOWANCE.

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

#### SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Years'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-31 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 employer 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.

	* Improve	ers.			* Improvers.								
	-	•		Wages Week 40 H	of						٠.		
Under 16 years of age 6 years of age 7 years of age 8 years of age 9 years of age 0 years of age	••			3. 135 166 204 236 269 287	6 9 3		-				Wa per Y of 40 1	Ŵeek	
Proportion.—Wherever to One Improver to eve ecciving not less than	ry four o	r fract	ion of	four w	orkers	Stable workers					s. 293	d. 0	
The Board has determined Section.	that no ap	prentice	shall be	taken t	this	All others					308	0	

#### TIMES OF BEGINNING AND ENDING WORK.

#### 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
- (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

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—31 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 13th November, 1956.

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