

(c.) Bakers' labourers shall be employed in the proportion of not more than one labourer to every four journeymen or fraction of four.

(d.) In country bakehouses where only one journeyman is employed the following wages may be paid: On an out-turn of 2,000 2 lb. loaves per week, £3 5s. per week; 1,500 2 lb. loaves or over per week, £3 per week; 1,250 2 lb. loaves or over per week, £2 15s. per week; under 1,250 2 lb. loaves per week, £2 10s. per week.

(e.) When the employer is himself substantially engaged in doing the actual work of a journeyman in his own bakehouse he shall be classed as a foreman or first hand, and he shall take an equal share of sponging with the men; or, if he elects not to do sponging, he shall pay the worker who does it for his time.

(f.) The wage fixed by this award is a weekly wage, and no deduction shall be made therefrom except for time lost through the worker's own default or sickness.

#### *Jobbers.*

3. A jobber shall be paid at the rate of not less than 11s. per day of eight hours. He shall be paid not less than half a day's wages in any event. If he is employed for more than four hours he shall be paid not less than 1s. 4½d. per hour up to the full day of eight hours, and after that he shall be paid overtime at the rates fixed by this award for journeymen.

#### *Overtime.*

4. Subject to the present practice with regard to sponging, and also to the provisions of clause 1 (d) hereof, if overtime is required to be worked it shall be paid for as follows: Time and a quarter from the customary time of ceasing work up to 6 p.m.; time and a half from 6 p.m. up to 10 p.m.; from 10 p.m. to midnight, double time. Overtime for apprentices, 9d. per hour for the first three years, and for the last year of apprenticeship, time and a quarter.

#### *Holidays.*

5. The following shall be deemed to be holidays: New Year's Day, Agricultural Show Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day. Sunday sponging shall cover all holidays. If a workman is required to work on any of such holidays, he shall be paid at the rate of time and a half in addition to his weekly wage.

6. If any of these holidays shall be generally observed on any other day, such other day shall be deemed to be the holiday for the purposes of this award.

#### *Carters.*

7. A carter shall not be employed in any bakehouse in connection with the manufacture of any goods in the baking trade, but a baker may deliver bread so long as he does not work more than the prescribed hours.

#### *Boarding of Workers.*

8. Employers shall not provide any of the workers with board or lodging on their own premises: Provided that in any case where a worker can satisfy the nearest Inspector of Factories that it is not practicable for such worker to obtain at a reasonable rate suitable board and lodging elsewhere than on his employer's premises, such Inspector of Factories may issue to such worker a permit authorizing him to agree with his employer to board and lodge on his employer's premises at a rate not exceeding 15s. per week. This clause shall only apply to bakers, and shall not apply to the boarding of apprentices.

#### *Meal-hours.*

9. (a.) Not less than half an hour shall be allowed for breakfast and three-quarters of an hour for dinner, unless under special circumstances, when by mutual arrangement between the employer or his representative and the worker a shorter interval may be taken for meals.