



# VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1948.

Dated at Melbourne, this  
8th day of November, 1948.

RAY. H. BEERS,  
Secretary for Labour.

### PAPER BAG TRADE BOARD.

Clauses (2, 3 & 4) of the Determination published in *Government Gazette* No. 196 of the 27th May, 1942, shall be replaced by the following clauses:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	<i>Table "A"—Adult Males.</i>	
		£ s. d.
1	Guillotine machine operator .. ..	6 6 0
2	Paper bag machinist .. ..	6 11 6
3	Employee working a paste-making machine	5 17 0
4	Storeman .. ..	6 3 0
5	Packer and/or despatcher .. ..	6 3 0
6	Any other adult male .. ..	5 14 0
7	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	
	<i>Table "B"—Adult Females.</i> (Including non-adult females of at least five years' experience.)	
1	Female head packer when employed as such	3 9 0
2	Female Packer .. ..	3 6 0
3	Female hand-made paper bag maker ..	3 6 0
4	Female bag machine minder, and female threading paper, looking after paste boxes or catching and stacking paper bags ..	3 8 0
5	Female bag machine minder, if with stringing attachment and without assistance .. ..	3 9 0
6	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) .. .. (b) from nine to fifteen employees (both inclusive) .. .. (c) over fifteen employees .. ..	3 12 6 4 0 0 4 6 0
7	Female employee not otherwise specified ..	3 3 0

#### FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

Clauses (5) to (33) of the Determination as published in *Government Gazette* No. 196 of the 27th May, 1942, shall remain in force.

#### RATES FOR JUNIORS.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week. £ s. d.
1. Under 15 years of age .. ..	1 5 0
2. Between 15 and 16 years of age .. ..	1 11 6
3. " 16 " 17 " " " " .. ..	2 0 0
4. " 17 " 18 " " " " .. ..	2 14 0
5. " 18 " 19 " " " " .. ..	3 7 6
6. " 19 " 20 " " " " .. ..	4 1 6
7. " 20 " 21 " " " " .. ..	4 16 0
8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

Where the work is performed by a female junior—

	Per week. £ s. d.
1. First year's experience .. ..	1 5 0
2. Second year's experience .. ..	1 10 0
3. Third year's experience .. ..	1 17 0
4. Fourth year's experience .. ..	2 4 0
5. Fifth year's experience .. ..	2 18 0
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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