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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  
22nd day of November, 1948.

RAY H. BEERS,  
Secretary for Labour.

## STATIONERY BOARD.

Clauses 2, 3, and 4, of the Determination published in *Government Gazette* No. 970 of the 25th October, 1948, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	<i>Table "A"—Adult Males.</i>	£ s. d.		<i>Table "A" Adult Males—continued.</i>	£ s. d.
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) .. .. .	8 8 6	23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship ..	7 0 0
2	Edge gilder .. .. .	8 8 6	24	Toilet roll automatic core making machines ..	7 3 6
3	Guillotine machine operator .. .. .	8 8 6	25	Toilet paper crepeing machinist .. .. .	7 3 6
4	Tag machinist where machine has printing attachment .. .. .	8 1 0	26	Toilet roll slitting and rewinding machinist ..	7 3 6
5	Tag machinist .. .. .	7 5 0	27	Toilet paper oval roll slotting machinist ..	7 0 0
6	Cutter from reel and/or slitter .. .. .	7 0 0	28	Any other adult male .. .. .	6 8 0
7	Cutter from reel and/or slitter, if cutting or slitting—		29	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.	
	(a) Printed, creped, or embossed paper, or papers coated with gum or other adhesive .. .. .	7 3 6			
	(b) Paper into rolls for recording machines or wrapping machines, or machines similar to these machines .. .. .	7 3 6		<i>Table "B"—Adult Females.</i>	
8	Envelope angle cutter .. .. .	7 15 6		(Including non-adult females of at least five years' experience.)	
9	Envelope angle cutter who has to mark out .. .. .	8 1 0	1	Female employee of more than five years' experience employed in connexion with stationery .. .. .	4 3 6
10	Envelope cutter and/or die cutter .. .. .	7 3 6	2	Female embosser .. .. .	4 4 6
11	Envelope cutter and/or die cutter who has to mark or lay out .. .. .	7 7 6	3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
12	Cutter of playing cards .. .. .	7 3 6		(a) from three to eight employees (both inclusive) .. .. .	4 7 6
13	Doyley machinist .. .. .	7 7 6		(b) from nine to fifteen employees (both inclusive) .. .. .	4 19 0
14	Surface coater .. .. .	7 3 6		(c) over fifteen employees .. .. .	5 6 6
15	Colour mixer for surface coating .. .. .	6 16 0	4	Female employees not otherwise specified ..	3 12 0
16	Calenderer .. .. .	7 0 0			
17	Brusher .. .. .	7 0 0			
18	Water-proofer .. .. .	7 0 0			
19	Plate roller of paper or board .. .. .	7 0 0			
20	Employee working pasteboard machine .. .. .	7 5 0			
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines .. .. .	8 8 6			
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously .. .. .	7 3 6			

NOTE.—See clause 30 (f) *re* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

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.

RATES FOR JUNIORS AND APPRENTICES.

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

	<i>Per week.</i>
	£ s. d.
1. Under 15 years of age .. .. .	1 7 6
2. Between 15 and 16 years of age ..	1 14 6
3. " 16 " 17 " " " ..	2 4 6
4. " 17 " 18 " " " ..	2 19 6
5. " 18 " 19 " " " ..	3 15 0
6. " 19 " 20 " " " ..	4 11 0
7. " 20 " 21 " " " ..	5 7 6

Where the work is performed by a male apprentice—

	<i>Per week.</i>
	£ s. d.
8. First year .. .. .	1 8 0
9. Second year .. .. .	1 18 6
10. Third year .. .. .	2 9 6
11. Fourth year .. .. .	3 7 6
12. Fifth year .. .. .	4 4 6
13. Sixth year .. .. .	5 16 0

14. 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 *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled

under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week, beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.

Where the work is performed by a female junior—

	<i>Per week.</i>
	£ s. d.
1. First year's experience .. .. .	1 7 6
2. Second year's experience .. .. .	1 14 0
3. Third year's experience .. .. .	2 3 6
4. Fourth year's experience .. .. .	2 12 0
5. Fifth year's experience .. .. .	3 8 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 6s. 6d. 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.

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force.