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GOVERNMENT GAZETTE.

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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 February, 1948.

Dated at Melbourne, this
6th day of April, 1948.

RAY. H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2 to 6 inclusive of the Determination made on the 17th November, 1947, and in force as from the beginning of the first pay period to commence after the 1st January, 1948, shall be replaced by the following clauses:—

2. WAGES (ADULTS.)

—	Wages Per Week.
	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	7 6 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	7 0 0
All other Journeymen	7 6 0
Journeywomen	4 14 6

In addition to the above rates the following shall be paid.

(*a*) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(*b*) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature :—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(*c*) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) on canvas goods or like material, 3s. 6d. per week extra on above rates.

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do the following class of work, she shall be paid the rate which is prescribed for adult males :—

(a) Cutting by machine any materials, and

(b) Cutting by hand all classes of material, provided that trimming, cutting patches of material under 12 oz. in weight and cutting any single thicknesses of materials not more than 10 oz. in weight shall be paid for at the appropriate females rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

—	Wages Per Week.
	s. d.
Five year terms—	
First year's experience	30 9
Second year's experience	33 6
Third year's experience	50 6
Fourth year's experience	84 0
Fifth year's experience	106 6
Four year terms—	
First year's experience	30 9
Second year's experience	50 6
Third year's experience	84 0
Fourth year's experience	106 6

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of order or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of payment by results.

(n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.
	s. d.
Under 16 years of age	30 9
16 and under 17 years of age	39 3
17 and under 18 years of age	53 3
18 and under 19 years of age	67 3
19 and under 20 years of age	84 0
20 and under 21 years of age	106 6

(*b*) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (*a*) Female Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	s.	*d.*
Under 16 years of age	30	9
16 and under 17 years of age	39	3
17 and under 18 years of age	44	9
18 and under 19 years of age	50	6
19 and under 20 years of age	56	0
20 and under 21 years of age	70	0

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult rate prescribed in clause 2.

(*b*) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(*c*) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(*d*) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2 to 6 inclusive, of the said Determination shall remain in force.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.