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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 May, 1948.

Dated at Melbourne, this
12th day of May, 1948.

RAY. H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 115 of the 5th March, 1948, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
(All Sections other than Corrugated Board and Fibre Board Container Section.)		
1	Guillotine machine operator	£ s. d. 7 2 6
2	Carton cutting and creasing forme setter	7 8 0
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	7 2 6
4	Combination tube and shell machinist	7 2 6
5	Employee operating automatic carton gluing machine	6 15 6
6	Employee operating scoring and double-folding automatic tube gluing machine	6 17 0
7	Twin or single die-scoring, cutting and printing slide machinist	6 15 6
8	Carton cylinder press machinist	7 5 6
9	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	7 2 6
10	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size	7 0 6
11	Two-way or double cutter and scorer machinist	6 15 6
12	One-way rotary cutter and scorer machinist	6 15 6
13	Gang slitting machinist	6 15 6
14	Mounting machinist	6 15 6
15	Cylindrical tube winding machinist	6 15 6
16	Cylindrical tube cutting machinist	6 15 6
17	Employee working any other kind of machine	6 12 0
18	Storeman	6 12 0
19	Packer and/or despatcher	6 12 0
20	Feeder on carton cylinder machine	6 4 0
21	Any other adult male	6 0 0
22	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.	
Corrugated Board and Fibre Board Container Section.		
1	Corrugated board machinist making two-faced boards	7 0 6
2	Corrugated board machinist making one-faced boards	6 12 0
3	Corrugated board machinist's assistant	6 6 6
4	Fibre board (paster) machinist	7 0 6
5	Fibre board (paster) machinist's assistant	6 6 6
6	Corrugated board printing machinist	6 15 6
7	Corrugated board printing machinist's assistant	6 4 0
8	Fibre board printing machinist	6 15 6
9	Fibre board printing machinist's assistant	6 4 0
10	Corrugated board cutter and/or slotter	6 10 6
11	Corrugated board sawyer	6 12 0
12	Corrugated board scorer and slitter	6 10 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES—continued.		
Corrugated Board and Fibre Board Container Section—continued.		
13	Corrugated board automatic scorer and slotter and slitter	£ s. d. 6 10 6
14	Fibre board automatic scorer and slotter and slitter	6 10 6
15	Fibre board and/or slotter and/or bender	6 10 6
16	Employee in charge of silicate dissolving plant	6 10 6
17	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	6 8 0
18	Corrugated board taping machinist	6 10 6
19	Employee working any other kind of machine	6 8 0
20	Storeman	6 12 0
21	Packer and/or despatcher	6 12 0
22	Any other adult male	6 0 0
23	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.	
TABLE "B"—ADULT FEMALES.		
(Including non-adult females of at least five years' experience.)		
1	Female head packer when employed as such	3 18 0
2	Packer	3 12 6
3	Female feeder employed on carton cylinder machine	3 15 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) When covered with paper	3 15 6
	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	4 2 0
5	Female employee—	
	(a) Controlling Stokes and Smith (or similar) covering machine	3 18 0
	(b) Controlling and/or setting up automatic carton gluing machine	3 18 0
	(c) Employed on any other machine used in cardboard box making, container making or carton making	3 14 0
6	Female carton maker, including puller out and stripper	3 12 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	3 14 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	3 14 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	4 3 0
	(b) from nine to fifteen employees (both inclusive)	4 13 0
	(c) over fifteen employees	5 0 6
10	Female employee not otherwise specified	3 7 6

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.

4. Where the work is performed by a male junior—

	Per Week.
	£ s. d.
(i) Under 15 years of age	1 6 6
(ii) Between 15 and 16 years of age	1 12 6
(iii) Between 16 and 17 years of age	2 2 6
(iv) Between 17 and 18 years of age	2 16 6
(v) Between 18 and 19 years of age	3 11 6
(vi) Between 19 and 20 years of age	4 6 6
(vii) Between 20 and 21 years of age	5 2 0

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.

Where the work is performed by a female junior—

	Per Week.
	£ s. d.
(i) First year's experience	1 6 6
(ii) Second year's experience	1 12 0
(iii) Third year's experience	2 0 6
(iv) Fourth year's experience	2 8 6
(v) Fifth year's experience	3 3 0

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) 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.

(viii) 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, except that in Schedule "A" the expression "In addition to the prescribed rates set out in this Schedule a pieceworker shall be paid 32s. 7d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked," shall be replaced by the following "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 44s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."