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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 August, 1948.

Dated at Melbourne, this
18th day of August, 1948.

RAY H. BEERS,
Secretary for Labour.

CARPENTERS BOARD.

Clauses 2 and 27 of the Determination published in *Government Gazette* No. 753, of the 30th July, 1948, shall be replaced by the following clauses:—

2.

Wages.

Adult Employees (other than Apprentices).	Total Wage Payable—					
	Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.		At Yallourn.		Other Parts of Victoria.	
	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.
(i) For stock work	7 13 0	4 1½	7 19 6	4 3½	7 10 0	4 0½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	8 13 0	4 8½	8 19 6	4 10½	8 10 0	4 7½
(iii) For work of employees in a mixed enterprise	8 13 0	4 8½	8 19 6	4 10½	8 10 0	4 7½
(iv) For building construction work	8 18 6	4 10	9 5 0	5 0	8 15 6	4 9

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned of this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.

- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work on a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connection with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed. In the event of any dispute arising out of this sub-clause it shall be referred to the Wages Board.

JUNIOR LABOUR.

Part I.—Unapprenticed.

- 27. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.
- (b) Unapprenticed junior employees shall be paid the same wages as are prescribed in sub-clause (f) of Part II. of this clause and they shall also be paid the special rates prescribed in clause 3 of this Determination according to the exigencies of their employment.
- (c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.
- (d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

Part II.—Apprenticed.

(Except those covered by the Apprenticeship Commission.)

- (a) All apprenticed junior employees shall be indentured for five years in accordance with the form of indenture prescribed by the Wages Board: Provided that a period of probation of three months shall be allowed to each such junior employee, which shall be reckoned as part of the period of his apprenticeship should he at the commencement thereof, or during, or at the termination thereof become indentured as aforesaid.
- (b) All documents of indentures and transfers thereof shall be lodged with the Secretary of the Wages Board.
- (c) (i) The proportion of apprenticed junior employees to journeymen employed in shops or joinery mills shall not exceed two to three or a fraction of three after any full multiple of three. The calculation of the proportion shall be based, when it is proposed to take an apprentice, upon the aggregate numbers of employees on full-time employment with the employer for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.
- (ii) The proportion of apprenticed junior employees to journeymen employed elsewhere than in shops or joinery mills shall be in accordance with the proportion as prescribed by the Apprenticeship Commission for such apprentices as come within the jurisdiction of such Commission.
- (d) If an employer is unable to fulfil his obligations to an apprentice, the apprentice shall be entitled to complete his term of apprenticeship with another employer, who may take and employ him as such an apprentice and for that purpose the apprentice shall, if required so to do, sign a deed of apprenticeship to such other employer.
- (e) No employer shall be entitled to take an apprentice unless he has been in business for at least one year: Provided that this sub-clause shall not apply to the case of an employer or an apprentice in a joinery mill.
- (f) The minimum ordinary rates of payment to be paid by employers to apprentices shall be as follows:—

											Per Week.			
											£	s.	d.	
1st year	1	13	6
2nd year	2	5	6
3rd year	3	2	6
4th year	4	7	0
5th year	5	14	0

The said minimum rates shall be calculated to the nearest 6d. per week, any fraction not exceeding 3d. to be disregarded.

- (g) A tool allowance of 2s. per week shall be paid to apprentices in their third, fourth and fifth years of apprenticeship.
- (h) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (f) hereof.
- (i) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (f) hereof and in addition to the 2s. 6d. prescribed in clause (h) hereof, where payable, for the remainder of the term of his apprenticeship.
- (j) The provisions of clauses 2 to 13 (both inclusive) and clauses 15 to 24 (both inclusive), of this Determination shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of indenture as prescribed by the Wages Board.

Clauses, other than clauses 2 and 27, of the said Determination shall remain in force.