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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
28th day of October, 1948.

RAY. H. BEERS,
Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5, and 6 of the Determination published in *Government Gazette* No. 491 of the 29th December, 1947, shall be replaced by the following clauses:—

2.	Wages per Week of 40 hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
(a) <i>Assembly, Fitting and Process Working.</i>		
Assembler	6 19 0	6 16 0
Assembler after two years' experience	7 5 0	7 2 0
Carpenter on agricultural implement making (including tool allowance)	7 19 6	7 16 6
Dismantler	6 17 6	6 14 6
Implement and/or comb fitter	7 11 0	7 8 0
Implement and/or comb fitter after two years' experience	7 15 0	7 12 0
Pattern fitter and finisher	7 15 0	7 12 0
Plough fitter	7 8 0	7 5 0
Process worker	6 16 0	6 13 0
Wheel rimmer	7 11 0	7 8 0
Windmill erector	7 11 0	7 8 0
Windmill maker other than fitter	7 9 6	7 6 6
(b) <i>Blacksmithing, &c.</i>		
Blacksmith's striker	6 17 6	6 14 6
Blacksmith's striker on double fires	7 0 6	6 17 6
Bulldozer operator	7 6 6	7 3 6
Hammer driver	7 0 6	6 17 6
Heater	6 17 6	6 14 6
Implement smith of five years' experience able to do all classes of implement work	7 19 6	7 16 6
Other smith (including iron bender)	7 15 0	7 12 0
(c) <i>Dressing, Grinding, and Pickling.</i>		
Chipper	6 17 6	6 14 6
Dresser and fettler	7 0 6	6 17 6
Emery-wheel attendant	7 0 6	6 17 6
Grinder	7 0 6	6 17 6
Grinder using portable machine	7 3 6	7 0 6
Pickler	6 13 0	6 10 0
Shot and sand blast dresser	7 3 6	7 0 6
(d) <i>Furnacemen.</i>		
Cupola	7 11 0	7 8 0
Electric	7 9 6	7 6 6
All other furnaces (not including small rivet or bolt heating)	7 6 6	7 3 6
Small rivet or bolt heating	7 0 6	6 17 6
Assistant	6 17 6	6 14 6
(e) <i>Foundry.</i>		
Jobbing moulder and/or coremaker	8 12 0	8 9 0
Loose pattern moulder	8 2 0	7 19 0
Plate and machine moulder and/or coremaker	7 10 6	7 7 6
Cupola furnaceman	7 15 0	7 12 0
Electric furnaceman	7 13 6	7 10 6

	Wages per Week of 40 hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
(e) Foundry—continued.		
All other furnacemen	£ 7 10 6	£ 7 7 6
Assistant furnacemen	7 2 0	6 19 0
Dressers and fettlers	7 5 0	7 2 0
Grinders	7 5 0	7 2 0
Grinders using portable machine	7 7 6	7 4 6
Shot and sand blast dressers	7 7 6	7 4 6
(f) Inspection, &c.		
Checker	7 0 6	6 17 6
Inspector	7 0 6	6 17 6
(g) Machinists.		
1st class	8 12 0	8 9 0
2nd class	7 15 0	7 12 0
3rd class	7 5 0	7 2 0
Driller	7 0 6	6 17 6
Process worker	6 16 0	6 13 0
(h) Painting, &c.		
Dipper	6 13 0	6 10 0
Painter (brush hand)	6 17 6	6 14 6
Paint mixer	6 13 0	6 10 0
Spray painter	6 19 0	6 16 0
Writer and liner	7 11 0	7 8 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class	8 12 0	8 9 0
Sheet Metal Workers—2nd class	7 15 0	7 12 0
(j) Stores.		
Attendant at casting stores	6 13 0	6 10 0
Storeman and/or packer	6 17 6	6 14 6
(k) Welders.		
1st class	8 16 6	8 13 6
2nd class	7 5 0	7 2 0
3rd class	6 19 0	6 16 0
Tack welder	7 2 0	6 19 0
(l) Wire Workers.		
Wire drawer	6 17 6	6 14 6
Wire weaver	6 17 6	6 14 6
DIVISION II.—ELECTRICAL.		
Electrical mechanic	8 12 0	8 9 0
Shift electrician	8 12 0	8 9 0
Tradesman, electrical fitter	8 12 0	8 9 0
Tradesman's and electrical mechanic's assistant	6 17 6	6 14 6
DIVISION III.—ENGINEERING.		
Electrical fitter	8 12 0	8 9 0
Machinist—1st class	8 12 0	8 9 0
Machinist—2nd class	7 15 0	7 13 0
Machinist—3rd class	7 5 0	7 2 0
Motor mechanic	8 7 6	8 4 6
Patternmaker	9 5 0	9 2 0
Toolmaker	9 5 0	9 2 0
Tradesman	8 12 0	8 9 0
Tradesman the greater part of whose time is occupied in marking off	8 16 6	8 13 6
Tradesman, wet stone grinder and glazier	8 12 0	8 9 0
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmith	8 13 6	8 10 6
Forger and/or faggoter	9 10 6	9 7 6
Forgeman's assistant	7 0 6	6 17 6
Other smith	8 13 6	8 10 6
Toolsmith	8 16 6	8 13 6
DIVISION V.—WOOD MILL.		
Band sawyer	7 7 0	7 4 0
Bending machinist	7 2 6	6 19 6
Boring and drilling machinist	6 17 0	6 14 0
Buzzer machinist (only operating or feeding machines)	6 10 6	6 7 6
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	7 11 6	7 8 6
Casemaker	7 5 6	7 2 6
Casemaking sawyer	6 12 0	6 9 0
Circular sawyer	7 7 0	7 4 0
Crosscut sawyer	6 17 0	6 14 0
Morticing machinist	6 17 0	6 14 0
Moulding machinist (where the machinists set up their machines only)	7 8 6	7 5 6
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	7 19 0	7 16 0
Pulling out machinist	6 15 6	6 12 6
Sanding machinist	7 2 6	6 19 6
Saw doctor	8 18 0	8 15 0
Shaper machinist	8 4 6	8 1 6
Stacker	6 15 6	6 12 6
Tenoning machinist (only operating or feeding machines)	6 13 6	6 10 6
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	7 14 6	7 11 6
Thickneser machinist	7 1 0	6 18 0
Turner	8 4 6	8 1 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	7 9 0	7 6 0
Carpenter (other than agricultural implement making)	8 10 0	8 7 0
Carrier	8 1 0	7 18 0
Employee not elsewhere classified	6 3 0	6 0 0

APPRENTICESHIP.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed :—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows :—

- Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
- Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
- Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
- Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

(i) The period of apprenticeship shall be as follows :—

If the apprentice when articulated is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(iii) Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision :—

If through lack of orders 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loading specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages at not less than such rates.

	Percentage of Needs Basic Wage.	Loading (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong or at Warrambbool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		Per Week.	Per Week.	s. d.	s. d.
Four and five-year terms—		s. d.	s. d.	s. d.	s. d.
1st year	25	0 0	0 9	29 0	28 6
2nd year	33	1 0	1 0	39 6	38 6
3rd year	50	1 6	1 6	60 0	58 6
4th year	83	2 0	2 3	99 0	96 6
5th year	100	2 0	3 0	125 0	122 0
	plus 6s.				
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year	29	0 0	0 9	34 0	33 0
2nd year	50	1 0	1 6	59 6	58 0
3rd year	83	2 0	2 3	99 0	96 6
4th year	100	2 0	3 0	125 0	122 0
	plus 6s.				

* The sum of 4/- per week shall be added to the above rates in the case of apprentice patternmakers.

The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (x) 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 the Determination for the trade, 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.
- (xi) No employer shall, 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.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed and in addition thereto the constant loadings specified.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Loading (Constant).	Further Additional Loading.	War Loading.	Total Wage Payable.	
					Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong or at Warrnambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
				Per Week.	s. d.	s. d.
		s. d.	s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	..	77 0	75 0
All others	75	3 0	..	..	88 6	86 0
<i>II.—Junior Females.</i>						
17 years of age and under	40	1 0	..	..	46 6	45 6
18 years of age	47½	1 3	..	..	55 6	54 0
19 years of age	55	1 6	..	..	64 0	62 6
20 years of age	62½	2 0	..	..	73 0	71 6
<i>III.—Male Juniors.</i>						
Under 16 years of age	25	0 6	2 0	..	31 0	30 0
16 years of age	35	0 9	3 0	..	43 6	42 6
17 years of age	47½	1 0	4 0	..	59 0	57 6
18 years of age	60	1 0	5 0	..	74 6	72 6
19 years of age	75	2 0	6 0	..	93 6	91 0
20 years of age	90	2 0	7 0	..	111 6	109 0
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	25	0 6	2 0	1 0	32 0	31 0
16 years of age	33	0 9	2 6	1 9	42 6	41 6
17 years of age	60	1 0	5 0	3 0	77 6	75 6
18 years of age	75	2 0	6 0	4 0	97 6	95 0
19 years of age and over	90	2 6	7 0	4 6	116 6	114 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The rates shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Clauses, other than clauses 2, 5 and 6, of the said Determination shall remain in force.