

[1377]



VICTORIA

GOVERNMENT GAZETTE.

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No. 174]

FRIDAY, FEBRUARY 25.

[1949

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, 1949.

Dated at Melbourne, this

22nd day of February, 1949.

RAY. H. BEERS,

Secretary for Labour.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in Government Gazette No. 63 of the 1st February, 1949, shall be replaced by the following clauses:-

	2	3.	

APPRENTICES OR IMPROVERS.

				Wages	per We	ek of 40 I	Iours.	_
	_			Ма	les.	Fema	des.	
Under 16 years of age 17 , , , , , , , , , , , , , , , , , ,		 nimum w	 ::	8. 40 52 64 83 95 107	d. 0 3 6 0 3 6	58 64	9 0 0 3	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 136s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 136s. per week of 40 hours.

No. 174,-1236/49.-PRICE 3D.

3.

FEMALE APPRENTICES.

Fancy Goods Section,

Three female apprentices to every adult female worker receiving not less than 97s. 3d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 97s. 3d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 97s. 3d. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 97s. 3d. per week of 40 hours.

- (a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

ADULT MALES (OTHER THAN CABLE MAKING).

				W	ges per f 40 Ho	w
,					£ s. (d.
1. Employee engaged on any operation other than those set out hereunder	·				6 16	0
. Sifter and/or drier of compounding ingredients					6 18	0
. Operator in charge of drying machine					70	0
Weigher and/or assembler of compounds for mixing, calendering, &c.					7 3	0
Storeman and packer as defined herein not working in raw materials store	е				7 0	0
A. Storeman and packer as defined herein working in raw materials store					7 2	0
Wrapper of goods made by wrapped process	• •]	6 18	0
Operator in charge of lead-covered hose stripping machine						O
Operator in charge of hose-making machine (wrapped process)			• •		7 2	0
Helper on hose-making machine (wrapped process)					70	0
Lead-covering machine helper					7 0	0
Operator in charge of lead-covering machine (hose)]	76	6
Maker of vacuum-cleaner hose			• •			0
Maker of wrapped hose by hand-made process					7 9	0
Dough mixer working on mill and/or enclosed mixer for solution or ceme	nt				7 0	0
Operator on washing mill and/or grinding waste		٠			7 0	0
Operator on warming and/or masticating mill and/or reclaim refining mill	1				7 2	0
Operator on cracker mill					7 0	0
Operator on mixing mill					7 9	0
Reclaimer or employee engaged on acid tank					7 0	0
Employee on digestor machine					7 2	0
Spreader in charge of machine (not otherwise classified)					7 3	0
Spreader of waterproof piece-goods for making garments and/or spreader of	f rugs ar	id/or pr	inters blanke	ta Í		-
and/or bed sheeting		,			7 9	0
Employee engaged on doubling and/or chalking and/or polishing and/or e	am bossine	,				ŏ
a. Operator employed on impregnating machine and/or pre-dipping machine		,	• • •			ŏ
Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre m		d/or ion	ning (not othe		• •	۰
wise classified)					7 0	0
Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	,		• • •	''		ŏ
Operator building pneumatic tyre on flat and/or crown drum and/or on flat		(exclud	ing hicyale ty	70		۰
and/or tractor or earth grader tyre 24 inch diameter and over and/or a						
and over)	oropano	0 3.00	11102 414-400	~	7 4	o
Operator building tractor or earth grader tyre 24 inch diameter and over or	aeronlan	e tvre l	4 inch diamet	AT		۰
and over on flat and/or crown drum and/or flat top core	acropian	0 0310 1	I IIIOI GIGINO		7 6	ĸ
Operator building pneumatic tyre on core (excluding flat top core and/or bicy	vole tyre	and/or	tractor or ear	th		۰
grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch dia				VII	7 6	a
A. Operator building tractor or earth grader tyre 24 inch diameter and over or	ancoular	a tura 1	4 inch diamet			ď
c. Operator building tractor of earth grader tyre 24 files disasters and over or	aoropian	o cyro r	THOU GIVENO		7 9	0
and over an ears		• •	••			ŏ
and over on core	···	••.		• •		ŏ
Inspector and/or examiner and/or tyre tester	• •			••		ŏ
Inspector and/or examiner and/or tyre tester	aanth and	do= 0=				ŏ
Inspector and/or examiner and/or tyre tester Tester with water A. Operator employed on hand-skiving machine used in tyre construction					0 10	0
Inspector and/or examiner and/or tyre tester Tester with water a. Operator employed on hand-skiving machine used in tyre construction b. Operator making endless bands or packets for motor, motor cycle, tractor,			, .	1	7 2	0
Inspector and/or examiner and/or tyre tester Tester with water Operator employed on hand-skiving machine used in tyre construction Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or is		асино с		••		-
Inspector and/or examiner and/or tyre tester Tester with water Operator employed on hand-skiving machine used in tyre construction Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire				٠.		ŏ
Inspector and/or examiner and/or tyre tester Tester with water . Operator employed on hand-skiving machine used in tyre construction . Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels	enitting n	• • • • • • • • • • • • • • • • • • • •			7 0	0
Inspector and/or examiner and/or tyre tester Tester with water . Operator employed on hand-skiving machine used in tyre construction . Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bioyole te	enitting n	• • • • • • • • • • • • • • • • • • • •	 .e	••		
Inspector and/or examiner and/or tyre tester Tester with water Operator employed on hand-skiving machine used in tyre construction Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing	treads by	machin	 	::	7 2	
Inspector and/or examiner and/or tyre tester Tester with water Operator employed on hand-skiving machine used in tyre construction Operator employed on band-skiving machine used in tyre construction Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and	treads by	machin	achine	i	7 2	ŏ
Inspector and/or examiner and/or tyre tester Tester with water . Operator employed on hand-skiving machine used in tyre construction s. Operator making endless bands or packets for motor, motor cycle, track Weaver in charge of braiding machine and/or circular and/or flat loom and/or k in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle t Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, an Designer and/or maker of inlaid mats and/or inlaid floor matting (including	treads by	machin	achine	i	7 2 7 2	Ò
Inspector and/or examiner and/or tyre tester Tester with water Operator employed on hand-skiving machine used in tyre construction Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, an Designer and/or maker of inlaid mats and/or inlaid floor matting (including first year	treads by	machin	achine		7 2 7 2 7 0	o o
Inspector and/or examiner and/or tyre tester Tester with water . Operator employed on hand-skiving machine used in tyre construction . Operator employed on band-skiving machine used in tyre construction . Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bioyole to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Second and third year	treads by	machin	achine	::	7 2 7 2 7 0 7 6	0
Inspector and/or examiner and/or tyre tester Tester with water . Operator employed on hand-skiving machine used in tyre construction . Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, an Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Second and third year Thereafter	treads by	machin	achine		7 2 7 2 7 0 7 6 7 11	0 6 0
Inspector and/or examiner and/or tyre tester Tester with water . Operator employed on hand-skiving machine used in tyre construction . Operator employed on band-skiving machine used in tyre construction . Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bioyole to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, an Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Second and third year Thereafter Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	treads by	maching maded mate	achine		7 2 7 2 7 0 7 6 7 11 7 4	0 6 0 0
Inspector and/or examiner and/or tyre tester Tester with water A. Operator employed on hand-skiving machine used in tyre construction B. Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Second and third year Thereafter Operator employed fitting solid tyre to wheel (motor vehicle or otherwise) Operator employed fitting pneumatic tyre to rim and/or wheel	treads by ad/or san ng punch	maching mated mate	achine		7 2 7 2 7 0 7 6 7 11 7 4 7 0	0 6 0 0 0
Inspector and/or examiner and/or tyre tester Tester with water A. Operator employed on hand-skiving machine used in tyre construction B. Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Second and third year Thereafter Operator employed fitting solid tyre to wheel (motor vehicle or otherwise) Operator on clicking press and/or sole-cutting machine and/or mechanical	treads by ad/or san ng punch	maching mated mate	achine		7 2 7 2 7 0 7 6 7 11 7 4 7 0 7 2	0 0 6 0 0 0 0
Inspector and/or examiner and/or tyre tester Tester with water A. Operator employed on hand-skiving machine used in tyre construction B. Operator employed on hand-skiving machine used in tyre construction B. Operator making endless bands or packets for motor, motor cycle, tractor, Wesver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, an Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Second and third year Thereafter Operator employed fitting solid tyre to wheel (motor vehicle or otherwise) Operator on clicking press and/or sole-cutting machine and/or mechanical to Operator lasting up leather shoes	treads by ad/or san ng punch	maching maded mate	achine 3)—		7 2 7 2 7 0 7 6 7 11 7 4 7 0 7 2	0 6 0 0 0
Inspector and/or examiner and/or tyre tester Tester with water A. Operator employed on hand-skiving machine used in tyre construction B. Operator making endless bands or packets for motor, motor cycle, tractor, Weaver in charge of braiding machine and/or circular and/or flat loom and/or in charge of creels and/or other similar machines and/or winding wire Operator in charge of cotton creels Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle to Maker of packing Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and Designer and/or maker of inlaid mats and/or inlaid floor matting (including First year Becond and third year Thereafter Operator employed fitting solid tyre to wheel (motor vehicle or otherwise) Operator employed fitting pneumatic tyre to rim and/or wheel Operator on clicking press and/or sole-cutting machine and/or mechanical	treads by ad/or san ng punch	maching maded mate	achine 3)—		7 2 7 2 7 0 7 6 7 11 7 4 7 0 7 2 6 18	0 060000

Adult Males (other than Cable Making)-continued.

		_	•							Wages per of 40 Ho
9.	Operator employed on mechanical lathe fa	shioning	hand-m	ade mech	anical ar	nd/or surgi	ical goods	(includ	ing	£s
	buffing cylindrical rollers over 3 feet in	length)				• •	••	• •		7 6
ŀ.	Operator on lathe engaged fashioning bias	sed bowla	٠.		• •	••	٠٠ .	• •		7 6
	Operator dipping balloons and/or other d	ipped go	ods		• •	• •		• •	• • •	7 2
		, ,	••	·: ,	٠	. • •	·;, ,	٠, .	• •	7 4
	Operator in charge of self-contained mould	and/or i	iea term	an in cha	rge of cu	uring pan s	ind/or dry	y heate	r	7 2
	Helper on self-contained mould and/or cu	iring pan	and/or	dry hea	ter .	4 1 1	6- 11		:	6 16
	Operator in charge of vulcanizing press, mo	re than 4	feet in	tength (u	icluding	the bondu	ng of rubt	er to n	netal	
	in the vulcanizing press)	:			41.77	31 41 1		 c	::	7 6
	Operator in charge of vulcanizing press, no	ot more t	nan 4 1	et in leng	gen (inch	name rue	onding o	i rubbe	er to	7 4
	metal in the vulcanizing press)		 	 Indina the	handina		to metal	 in the T	1	, 4
	Helper on vulcanizing press, more than 4 f	eet in ien	gen (inc	tuaing the	ponding	g of rubber	со шесы	in the v	vuj-	7 2
	canizing press) Operator in charge of person engaged in the	 a mauldir	of an	d/or on o		tion directl	T connect	ad with	the	' -
	moulding of motor and/or motor cycle		ik or su	ujoi on a	ay Opera-	orom errocor	у соппес	ou wrom	1 0110	7.9
	Operator engaged in the moulding of and/	OF OF ARY	onerati	on directl	v connec	ted with th	e mouldir	of m	otor	
	and/or motor cycle tyres and/or air be	9.08				••				7 6
	Operator in charge of person engaged in	making a	nd/or	moulding	solid mo	otor tyres				7 6
	Operator engaged in making and/or moul	ding solic	d motor	r tyres						7 0
	Operator racking green motor tyres					• •				6 18
	Operator engaged in moulding articles other	er than n	iotor ar	ıd/or mot	or cycle	tyres and,	or tubes	and/o	r air	
	bags					• •			• • •	7 2
	Moulder in charge other than moulder en	ngaged or	n motor	and/or I	notor cy	cle and/or				7 4
	Operator in charge hand-making transmis	sion conv	eyor a	od/or elev	ator bel	tung	• •	• •	• •	7 6
	Operator engaged hand-making transmissi	on conve			tor beiti	шg	••	• •	••	7 3 7 0
	Operator engaged on belt-making machine		• •	• •	••	***	••	• •	••	
	Operator laying mats, tiles, or rubber floo	oring	nd/	tube a-a	or ai- L		••	• •	••	7 9 7 9
	Repairer of used motor and/or motor cyc	or motor	nu/or i	and/or b	or air D	re and/a-	fuhee	• •	••	7 2
	Repairer of blemishes on new motor and	or more	Cycle	mul/of D	CYCLE LY	re ana/or	rubes	• •		7 0
	Operator re-treading new tyres Maker of air bags with extruded material	·		••		• • •			• •	7 2
	Maker of air bags with extruded material Maker of air bags (not otherwise classified			• •					• •	7 5
	Operator buffing air bags	,				• •			• • •	6 19
•	Operator of machine de-treading and/or	pulling a	deeves	or patche	s on nev	or used	tvres			6 18
	Operator in charge of forcing machine (incl	luding op	erator i	n charge o	f bead e	xtruder ar	d creel be			
	machine)					• •	••	••	-0	7 4
	Operator in charge of forcing machine str	aining ru	bber							7 0
	Operator in charge of textile cutting mac	hine							'	7 2
	Operator of electric cutting machine (other	r than co	atter in	the water	rproof)	or operato	r cutting	textile	by !	1
	hand								• • •	7 0
	the sandpapering or curing or turning	1	t							
	Operator engaged in the making of genera excepting as provided in items 45, 46, an drum-built belts	d 47 here	of) fuel	nical (incl tanks or s 	uding th porting g	e bonding goods, inclu	of rubbe ding man	r to m drel an	ietal d/or	7 2
	excepting as provided in items 45, 46, an drum-built belts First assistant on calender 48 inches and	d 47 here over	mechan of) fuel 	tanks or s	porting g	goods, inclu	of rubbe ding man 	r to m drel an	d/o r 	7 6
	excepting as provided in items 45, 46, and drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inches	d 47 here over es	ot) tuel	tanks or s	porting g	goods, inclu	ding man	r to m drel and 	d/o r	7 6 7 0
	excepting as provided in items 45, 46, an drum-built belts	d 47 here over es and und	ot) tuel 	tanks or s	porting g	goods, inclu	iding man	drel an	d/o r 	7 6 7 0 7 18
	excepting as provided in items 45, 46, and drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inche Operator in charge of calender 72 inches Operator in charge of calender over 72 in	d 47 here over es and unde	ot) tuel	tanks or s	porting g	goods, inclu	cing man	drel an	 	7 6 7 0
	excepting as provided in items 45, 46, and drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inche Operator in charge of calender 72 inches Operator in charge of calender over 72 ir Table hand and/or machinist employed on s	d 47 here	ot) tuel	tanks or s	porting g	goods, inclu	cing man	drel an	 	7 6 7 0 7 18 8 3
	excepting as provided in items 45, 46, an drum-built belts	d 47 here over es and under iches wwing ma	ot) fuel or chines e	tanks or s	the man	goods, inclu	ding man	drel an	d/or 	7 6 7 0 7 18
	excepting as provided in items 45, 46, an drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inche Operator in charge of calender 72 inches Operator in charge of calender over 72 ir Table hand and/or machinist employed on a (other than articles of waterproof cloth Operator engaged in the process of sponge	d 47 heres over es and under tehes wwing ma ting) rubber m	ot) fuel er chines e	tanks or s	the man	yoods, inclu	f waterpr	drel an	d/or wing	7 6 7 0 7 18 8 3
	excepting as provided in items 45, 46, an drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inche Operator in charge of calender 72 inches Operator in charge of calender over 72 ir Table hand and/or machinist employed on a (other than articles of waterproof cloth Operator engaged in the process of sponge class or classes of work:—mixing, frothin	d 47 heres over es and under tehes wwing ma ting) rubber m	ot) fuel er chines e	tanks or s	the man	yoods, inclu	f waterpr	drel an	d/or wing	7 6 7 0 7 18 8 3
	excepting as provided in items 45, 46, an drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inches Operator in charge of calender 72 inches Operator in charge of calender over 72 it Table hand and/or machinist employed on a (other than articles of waterproof cloth Operator engaged in the process of sponge class or classes of work:—mixing, frothin table hand	d 47 heres over es and under tehes wwing ma ting) rubber m	ot) fuel or chines e ade fro	ongaged in m latex o	the man	yoods, inclu	f waterpr	drel an	d/or icles wing	7 6 7 0 7 18 8 3 7 7
	excepting as provided in items 45, 46, an drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inche Operator in charge of calender 72 inches Operator in charge of calender over 72 in Table hand and/or machinist employed on a (other than articles of waterproof cloth Operator engaged in the process of sponge class or classes of work:—mixing, frothin table hand Storeman in charge of moulds	d 47 heres over es and under tehes wwing ma ting) rubber m	ot) fuel or chines e ade fro	ongaged in m latex o	the man	yoods, inclu	f waterpr	drel an	d/or	7 6 7 0 7 18 8 3 7 7
	excepting as provided in items 45, 46, an drum-built belts	over over and under ches dewing ma ting) rubber m ng, pourin	chines e	engaged in m latex o	the man	yoods, inclu	f waterpr	drel an	d/or	7 6 7 0 7 18 8 3 7 7 7 2 6 18 6 18
	excepting as provided in items 45, 46, an drum-built belts First assistant on calender 48 inches and First assistant on calender under 48 inche Operator in charge of calender 72 inches Operator in charge of calender over 72 ir Table hand and/or machinist employed on a (other than articles of waterproof cloth Operator engaged in the process of sponge class or classes of work:—mixing, frothin table hand Storeman in charge of moulds Operator engaged in mould burning	over over and under ches dewing ma ting) rubber m ng, pourin	ot) fuel er chines e tade fro g, strip	engaged in m latex oping, trim	the man	yoods, inclu	f waterpr	drel an	d/or	7 6 7 0 7 18 8 3 7 7 7 2 6 18 6 18
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ADULT MALES (CABLE MAKING)—continued.

104. Longitudinal machine assistant				•								Wages of 4	per 0 H	r Weel ours.
105. Metāl-braiding machine and/or horn gear braiding machine and/or braiding machine operator 7 0 106. Laying up machine operator 7 2 107. Laying up machine assistant 7 0 108. Repairer of cables 7 2 109. Spark testing machine operator 7 2 110. Tank test attendant 7 0 111. Operator employed jointing cables 7 2 112. Operator on waxing and/or compounding and/or impregnating machine 7 2 113. Helper on waxing and/or compounding and/or impregnating machine 7 0 114. Lacquering machine operator 7 0 115. Lacquering machine helper 7 0 116. Lead press operator for cables 7 0 117. Lead press assistant for cables 7 0 118. Lead stripping machine operator 7 0 118. Lead stripping machine operator 7 0 119. Marking machine operator 7 2 120. Rubber slitting machine helper 7 0 121. Rubber slitting machine helper 7 0						_						£	8.	d.
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121. Rubber slitting machine helper										-		1 7	9	ŏ
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23. Inspector and/or examiner of cables	23.	Inspector and/or examiner of ca	hles									7	ő	ŏ

ADULT FEMALES.

				_				Wages per Week of 40 Hours.
All adult females	••	 	••		 	•••	 	 £ s. d. 4 17 3

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

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



VICTORIA GOVERNMENT GAZETTE.

Bublished by Authority,

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No. 175]

FRIDAY, FEBRUARY 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOTS 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, 1949.

Dated at Melbourne, this

24th day of February, 1949.

RAY. H. BEERS,

Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in Government Gazette No. 9 of the 7th January, 1949, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

			 					Within 20 Melbourn G.P.O. Warrnami Mildura a	e; 16 Geele	0 miles of ong; at and withi dippsland	n Other P	urte	of Victoria.
								ĭ	8.	d.	£	8.	d.
Journeymen	• •		 ••		• •		•	8	3	0	8	0	0
Journeywomen	••	••	 	••	••	••		5	s	3	5	6	Û

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

(a) Employees engaged in using offensive animal hair or similar offensive material shall be paid 2d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the 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 non-working 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.

(b) Females working on large machines (132K, 7.5, 45K, or any similar class of machine, and Grummet) 3/6 per week extra on above rates.

No. 175 -- 1237/49 -- PRICE 3D.

APPRENTICES-MALES.

- 5. (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:-

						Ì	Wages I	Per Week.	
	-					Melbourne G.P.O. G Warrnambo Mildura as	niles of G.P.O.; 10 miles of leelong; at lool and within and Gippsland tricts.	Other Part	s of Victoria,
						8.	d.	8.	d.
Five-year terms—									
First year's experience					 	37	0	36	0
Second year's experience					 	43	0	42	0
Third year's experience					 	61	6	60	0
Fourth year's experience					 	98	6	96	0
Fifth year's experience					 	123	0	120	0
Four-year terms—								i	
First year's experience					 	37	0	36	0
Second year's experience				••	 	61	6	60	0
Third year's experience			•••		 • •	98	6	96	Ö
Fourth year's experience	• • •				 	123	ŏ	120	ŏ

- (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 trained apprenticeship framed in conformity with this Determination:—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar 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 herein specified.
 - (g) Until further order any contract of apprenticeship may contain the following provision:—
 - If through lack of orders or through financial difficulties the employer is unable at any time to find employmentand 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 agreedupon, 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-four 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.
 - (1) 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.

6. (a) Junior workers may be employed at the following rates of pay:-

								Wages Per	Week.	
	_						Melbourne G,P.O, G Warrnamboo Mildura and	iles of G.P.O.; 10 miles of celong; at ol and within d Gippsland ricts.	Other Part	of Victoria
							8.	d.	8.	d.
Under 16 years of age			• •				37	0	36	0
			•							_
16 and under 17 years of age	• •			• •			49	3	48	0
	• •		• •	••	• •	• • • • • • • • • • • • • • • • • • • •	61	6	60	0
17 and under 18 years of age										
16 and under 17 years of age 17 and under 18 years of age 18 and under 19 years of age 19 and under 20 years of age	• •	••	••	••	••	••	61	6	60	Ô

(b) The proportion of junior workers and apprentices allowed shall be :-

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.

JUNIOR WORKERS INCLUDING APPRENTICES.

l	 	• •	• •	• •	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.

7. Female junior workers may be employed at the following rates of pay:-

					Wages P	er Week.
	-	_			Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warnambool and within Mildura and Gippaland Districts.	Other Borts of Vistoria
			•		s. d.	e, d,
Under 16 years of age				 	 37 0	36 0
16 and under 17 years of age				 	 46 0	45 0
17 and under 18 years of age				 	 52 3	51 0
18 and under 19 years of age		• •		 	 58 6	57 0
19 and under 20 years of age				 	 64 6	63 0
20 and under 21 years of age				 	 80 0	78 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 "experience" shall mean any form of employment in this industry.

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

- (c) 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 3, 5, 6, and 7, of the said Determination shall remain in force.

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GOVERNMENT GAZETTE.

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No. 176]

FRIDAY, FEBRUARY 25.

[1949

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, 1949.

Dated at Melbourne, this 24th day of February, 1949.

RAY. H. BEERS,

Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in Government Gazette, No. 10, of the 7th January, 1949, shall be replaced by the following clauses:—

2.				WAG	ES PER	WEEK (A	DULTS.)				······································		
								G.P.O. 10 Mil Ge Warri within	, Me les of elong amb Mile	Miles of dbourne; f G.P.O., g; at sol, and dura and Districts.	Other Pa	ırts (of Victoria,
Journeymen engaged	in the	manufa	cture an	d/or repa	uir of ca	anvas goo	ods or	£	8,	d.	£	8.	d.
like material by use palm and needle is u Other Journeymen en	of pa	ılmı andır otosize 2	needle (ez inches ir	cepting v	whipping eronce)	of ropes	wnere	8	3	0	8	0	0
	BB					~		7	17	0	7	14	0
all descriptions													
all descriptions All other Journeymen									3	0	8 5	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), 3s. tid. per week extra on above rates.

No. 176.—1243/49.——PRICE 3D.

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—

						ļ	Wages Per Week.			
	_						G.P.O., I 10 Miles Geeld Warrnan within M	20 Miles of Melbourne; of G.P.O., ong; at mbool, and lildura and d Districts.	Other Parts	of Victoria
							8.	d.	8.	d.
Five year terms—										
First year's experience							37	0	36	0
Second year's experience				• •	.,		43	0	42	0
Third year's experience	••			• •			61	6	60	0
Fourth year's experience	• •						98	6	96	0
Fifth year's experience	••	• •	••	• •	••	. ••	123	0	120	0
Four year terms—										
First year's experience							37	0	36	0
Second year's experience							61	6	60	0
Third year's experience							98	6	. 96	0
Fourth year's experience						1	123	0	120	0

- (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 approach in 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.
 - (1) 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 protence 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:-

							Wages Per Week.			
	A	ge.					Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippaland Districts.	Other Parts of Victoria,		
Under 16 years of age							s. d. 37 0	s. d. 36 0		
16 and under 17 years of age	•••	••	••	••	• • • • • • • • • • • • • • • • • • • •	1	49 3	48 0		
17 and under 18 years of age	• •	••	••	••			61 6	60 0		
	• •	• •	• •		• • •		73 9	72 0		
18 and under 19 years of age	• •	• • •	• •	• •	• • •	• •				
19 and under 20 years of age	•		• •		• •		98 6	96 0		
20 and under 21 years of ago							123 0	120 0		

(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								I for every 2 such male employees			
Over 20								A further 1 for every 3 such male employees over 20			

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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. JUNIOB WORKERS-FEMALES.

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

•				Wages Per Week.			
	 Ago.				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsiand Districts.	Other Parts of Victoria.	
Under 16 years of age 16 and under 17 years of age 17 and under 18 years of age 18 and under 19 years of age 19 and under 20 years of age 20 and under 21 years of age	 	 		••	8. d. 37 0 46 0 52 3 58 6 64 6	s. d. 36 0 45 0 51 0 57 0 63 0 78 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, 4, 5 and 6, of the said Determination shall remain in force.

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