



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. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	40 0	33 9	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age	52 3	40 0	
17 " "	64 6	46 0	
18 " "	83 0	58 3	
19 " "	95 3	64 6	
20 " "	107 6	70 9	
And thereafter the minimum wage.			

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.

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.

3.

ADULT MALES (OTHER THAN CABLE MAKING).

	Wages per Week of 40 Hours.
1. Employee engaged on any operation other than those set out hereunder	£ 6 10 0
2. Sifter and/or drier of compounding ingredients	6 18 0
3. Operator in charge of drying machine	7 0 0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c.	7 3 0
5. Storeman and packer as defined herein not working in raw materials store	7 0 0
5A. Storeman and packer as defined herein working in raw materials store	7 2 0
6. Wrapper of goods made by wrapped process	6 18 0
7. Operator in charge of lead-covered hose stripping machine	7 0 0
8. Operator in charge of hose-making machine (wrapped process)	7 2 0
9. Helper on hose-making machine (wrapped process)	7 0 0
10. Lead-covering machine helper	7 0 0
11. Operator in charge of lead-covering machine (hose)	7 6 6
11A. Maker of vacuum-cleaner hose	7 2 0
12. Maker of wrapped hose by hand-made process	7 9 0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	7 0 0
14. Operator on washing mill and/or grinding waste	7 0 0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	7 2 0
16. Operator on cracker mill	7 0 0
17. Operator on mixing mill	7 9 0
18. Reclaimer or employee engaged on acid tank	7 0 0
19. Employee on digester machine	7 2 0
20. Spreader in charge of machine (not otherwise classified)	7 3 0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	7 9 0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	6 19 0
22A. Operator employed on impregnating machine and/or pre-dipping machine	7 0 0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	7 0 0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	7 2 0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	7 4 0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	7 6 6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	7 6 6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	7 9 0
27. Inspector and/or examiner and/or tyre tester	7 2 0
28. Tester with water	6 16 0
28A. Operator employed on hand-skiving machine used in tyre construction	6 18 0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	6 18 0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	7 2 0
30. Operator in charge of cotton creels	7 2 0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	7 0 0
32. Maker of packing	7 2 0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	7 2 0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	7 0 0
Second and third year	7 6 6
Thereafter	7 11 0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	7 4 0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	7 0 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	7 2 0
37A. Operator lasting up leather shoes	6 18 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	7 2 0

ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	£ s d. 7 6 6
40. Operator on lathe engaged fashioning biased bowls	7 6 6
41. Operator dipping balloons and/or other dipped goods	7 2 0
42. Operator of rubber-thread cutting lathe	7 4 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	7 2 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	6 18 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 6 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 4 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 2 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	7 9 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	7 6 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	7 6 6
51. Operator engaged in making and/or moulding solid motor tyres	7 0 0
51A. Operator racking green motor tyres	6 18 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	7 2 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	7 4 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	7 6 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	7 3 0
56. Operator engaged on belt-making machine	7 0 0
57. Operator laying mats, tiles, or rubber flooring	7 9 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	7 9 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	7 2 0
60. Operator re-treading new tyres	7 0 0
61. Maker of air bags with extruded material	7 2 0
62. Maker of air bags (not otherwise classified)	7 9 0
62A. Operator buffing air bags	6 19 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	6 18 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	7 4 0
64. Operator in charge of forcing machine straining rubber	7 0 0
65. Operator in charge of textile cutting machine	7 2 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	7 0 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	7 11 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	7 2 0
69. First assistant on calender 48 inches and over	7 6 6
70. First assistant on calender under 48 inches	7 0 0
71. Operator in charge of calender 72 inches and under	7 18 0
72. Operator in charge of calender over 72 inches	8 3 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	7 7 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand	7 2 0
75. Storeman in charge of moulds	6 18 0
76. Operator engaged in mould burning	6 18 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	7 0 0
(b) other	7 2 0
78. Operator joining and/or repairing fabric liners	6 18 0
79. Operator cutting raw rubber by machine or press	6 18 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	7 2 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	6 16 0
82. Operator on mixing mill	7 9 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	7 2 0
84. Heaterman in charge of curing pan and/or dry heater	7 2 0
85. Operator in charge of forcing machine	7 4 0
86. First assistant on calender 48 inches and over	7 6 6
87. First assistant on calender under 48 inches	7 0 0
88. Operator in charge of calender 72 inches and under	7 18 0
89. Operator in charge of calender over 72 inches	8 3 0
90. Fine wire-drawing machine operator	7 2 0
91. Medium wire-drawing machine operator	7 2 0
92. Wire-drawing (tandem) machine operator	7 2 0
93. Annealing furnace operator	7 2 0
94. Pickling plant operator	7 0 0
95. Wire-winding machine operator	7 0 0
96. Fine wire-tinning machine operator	7 0 0
97. Medium wire-tinning machine operator	7 2 0
98. Assisting tinning-machine operator	7 0 0
99. Bunching machine operator	7 0 0
100. Stranding and/or armouring machine operator	7 2 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	7 0 0
102. Lapping machine operator	7 2 0
103. Longitudinal machine operator	7 2 0

ADULT MALES (CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
	£ s. d.
104. Longitudinal machine assistant	7 0 0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator ..	7 0 0
106. Laying up machine operator	7 2 0
107. Laying up machine assistant	7 0 0
108. Repairer of cables	7 2 0
109. Spark testing machine operator	7 2 0
110. Tank test attendant	7 0 0
111. Operator employed jointing cables	7 2 0
112. Operator on waxing and/or compounding and/or impregnating machine	7 2 0
113. Helper on waxing and/or compounding and/or impregnating machine	7 0 0
114. Lacquering machine operator	7 2 0
115. Lacquering machine helper	7 0 0
116. Lead press operator for cables	7 6 6
117. Lead press assistant for cables	7 0 0
118. Lead stripping machine operator for cables	7 0 0
119. Marking machine operator	7 2 0
120. Rubber slitting machine operator	7 2 0
121. Rubber slitting machine helper	7 0 0
122. Taping and/or de-taping machine operator	7 0 0
123. Inspector and/or examiner of cables	7 2 0

ADULT FEMALES.

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

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



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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 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.

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 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
		£ s. d.	£ s. d.
Journeyman	8 3 0	8 0 0
Journeywomen	5 8 3	5 6 0

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.

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 :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. 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	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) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiphong 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 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-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.

(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.

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

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

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

MALE EMPLOYEE RECEIVING AT LEAST
ADULT MALE BASIC WAGE.

1
2 to 20
Over 20

JUNIOR WORKERS INCLUDING
APPRENTICES.

1
1 for every 2 such male employees
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 Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	<i>s. d.</i> 37 0	<i>s. d.</i> 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 3.

(a) For the purposes of this 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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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.

WAGES PER WEEK (ADULTS.)

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ 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)	8 3 0	8 0 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	7 17 0	7 14 0
All other Journeymen	8 3 0	8 0 0
Journeywomen	5 8 3	5 6 0

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. 6d. 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—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Milder and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. 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	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 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.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Milder and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	37 0	36 0
16 and under 17 years of age	49 3	48 0
17 and under 18 years of age	61 6	60 0
18 and under 19 years of age	73 9	72 0
19 and under 20 years of age	98 6	96 0
20 and under 21 years of age	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	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.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
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 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.

