



VICTORIA GOVERNMENT GAZETTE.

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No. 236]

THURSDAY, MARCH 10.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a grocer, including a seller of tea,” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.	Other Employees.	Wages per Week of 40 Hours.*		
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<p style="text-align: center;">Per Week of 40 Hours. <i>s. d.</i></p> <p style="text-align: center;">WAGES.</p> <p>Under 15 years of age .. 31 0</p> <p>15 years of age .. 41 0</p> <p>16 years of age .. 55 6</p> <p>17 years of age .. 68 6</p> <p>18 years of age .. 84 0</p> <p>19 years of age .. 106 0</p> <p>20 years of age .. 117 3</p> <p>Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.</p> <p>The Board has prescribed a form of indenture which must be used.</p> <p>PROPORTION (in any shop or place).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 141s. per week of 40 hours.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every three workers receiving not less than 141s. per week of 40 hours.</p> <p>“Worker” includes an owner or partner acting as working manager.</p>	<p>(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..</p> <p>(b) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..</p> <p>(c) Canvasser, i.e., an employee soliciting or collecting orders ..</p> <p>(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ..</p> <p>(e) Driver of motor vehicle with a carrying capacity of over 25 cwt. ..</p> <p>(f) Driver of three or more horses ..</p> <p>(g) Driver of two horses ..</p> <p>(h) Driver of one horse ..</p> <p>(i) Stableman ..</p> <p>(j) All others ..</p>	<p><i>s. d.</i></p> <p>164 9</p> <p>155 6</p> <p>141 0</p> <p>136 0</p> <p>138 9</p> <p>141 0</p> <p>138 9</p> <p>136 0</p> <p>133 6</p> <p>141 0</p>	<p><i>s. d.</i></p> <p>166 9</p> <p>157 6</p> <p>143 0</p> <p>138 0</p> <p>140 9</p> <p>143 0</p> <p>140 9</p> <p>138 0</p> <p>135 6</p> <p>143 0</p>	<p><i>s. d.</i></p> <p>170 9</p> <p>161 6</p> <p>147 0</p> <p>142 0</p> <p>144 9</p> <p>147 0</p> <p>144 9</p> <p>142 0</p> <p>139 6</p> <p>147 0</p>

* The ordinary hours of employees classified as (d), (e), (f), (g), and (h) include time occupied in attending to horses or motor vehicles.

3. TIMES OF BEGINNING AND ENDING WORK.

	Drivers.		All others except Stablemen	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On Saturday	8.55 a.m.	noon.	9.5 a.m.	noon.
On the other working days of the week	8.55 a.m.	6 p.m.	9.5 a.m.	5.30 p.m.

4. OVERTIME.

The following rate shall be paid for overtime :—

Stablemen—

For all work done in excess of 40 hours in any one week

All others—

Outside the hours fixed in clause 3

Within the hours fixed in clause 3 in excess of the number of hours fixed for an ordinary week's work } Time and a half.

5. ORDINARY WEEK'S WORK.

The number of hours which shall constitute an ordinary week's work shall be 40.

6. TIME WAGES.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 20 hours, as follows :—

(a) in any week in which two or more public holidays occur .. At the ordinary wages rate with an addition of fifty per centum.

(b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

7. ALLOWANCES.

(a) Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of sixpence for each day or part thereof upon which he is so required to use such bicycle.

8. TERMINATION OF EMPLOYMENT.

Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

9. MEAL INTERVAL.

A meal interval of at least one hour shall be allowed between the hours of noon and 2 p.m. daily.

10. SPECIAL RATES.

Time and a half shall be the special rate payable for all work done on Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*, as are within the area to which this Determination applies), and double time the special rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day or Boxing Day and treble time shall be the rate payable for work done on Easter Saturday (i.e. the Saturday immediately succeeding Good Friday), but, if any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

11. MEAL MONEY.

For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 2s. 6d. meal money in addition to the prescribed overtime rate.

12. ANNUAL HOLIDAY.

The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* No. 5111 and any amendments which may be made thereto from time to time.

13. REFERENCES.

Every employee, on the termination of his engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

14. RENT OF RESIDENCE.

The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on, a greater sum as rent for such premises than 10s. 0d. per week.

15. SICK LEAVE.

(a) Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

16. PAY DAY.

Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

17. TIME AND WAGES RECORD.

The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Grocers' Association of Victoria.

18. PAYMENT OF FARES.

Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provided that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

REST PERIOD.

A rest interval of ten minutes shall be given to all employees during each morning and afternoon (Monday to Friday inclusive), and shall be counted as time worked.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such Basic Wage as prescribed by clause 21. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the area to which this Determination applies ..	5 17 0	6 0	6 3 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 24th January, 1949.

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No. 237]

THURSDAY, MARCH 10.

[1949

Factories and Shops Acts.

DETERMINATION OF THE PLASTERERS BOARD.

NOTE.—(A) This Determination applies to the whole of the State of Victoria.

(B) Plastering was proclaimed on 28th November, 1928, as an apprenticeship trade under the *Apprenticeship Act* 1928 for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 7th February, 1940, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) whosoever employed in the process, trade, or business of plastering or cementing;
- (2) employed in the process, trade, or business of fixing all laths used in connexion with the erection or repair of buildings, whether such laths are of wood or of a substitute therefor;
- (3) employed in the finishing of all plastering work in sewers, tunnels, or channels;
- (4) employed in finishing all kinds of plastic acoustic work, waterproofing work, and texture work formed in cement plaster or patent material;
- (5) employed in the making or laying of marble mosaic, granolithic, terrazo, or flooring of which cement forms a part or the laying of magnesite flooring;
- (6) employed in the making or fixing of all pre-cast or moulded work (except such work as is subject to the Determination of the Fibrous Plasterers Board)

has made the following Determination, namely:—

That as from the beginning of the first pay period to commence in February, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2.

WAGES.

Apprentices.			Improvers.		Other Employees.		
Per week.			Per week.		—	Per hour.	Per week.
		s. d.		s. d.		s. d.	s. d.
1st year	..	35 6	15 years of age	..	35 6	Men employed on swings, bosun's chairs, lifts, or any other suspended platform All other plasterers	
2nd "	..	47 6	16 " "	..	47 6		
3rd "	..	65 6	17 " "	..	65 6		
4th "	..	92 0	18 " "	..	92 0		5 1½ 205 6
5th "	..	120 0	19 " "	..	120 0		5 0 200 0
6th "	..	150 0	20 " "	..	150 0		
PROPORTION (by any employer). One apprentice to every three or fraction of three workers receiving not less than 200s. per week of 40 hours.			PROPORTION (by any employer). One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 200s. per week of 40 hours.		Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.		

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five or five and half days, the daily hours being respectively not more than 8 hours 48 minutes Monday to Friday inclusive or not less than 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday. The lunch break shall be not less than 42 minutes.

OVERTIME.

4. That the following rates shall be paid—

For work done within the hours fixed in clause 3 of this Part in excess of 40 hours .. Time and a quarter

For work done on Saturdays—

Between midnight and 7.45 a.m. ..	..	..	..	..	..	Double time
Between noon and 5 p.m. ..	..	..	..	..	..	Time and a half
Between 5 p.m. and midnight ..	..	..	..	..	..	Double time

For work done on any other working day—

Between 5.30 p.m. and 10.15 p.m. ..	..	..	..	..	..	Time and a half
Between 10.15 p.m. and 7.45 a.m. ..	..	..	..	..	..	Double time.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 2d. per hour extra.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purpose of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal Post Offices at Ballarat, Bendigo, and Geelong as centres:—

Up to and including 12 miles	..	..	..	..	s. d.
Over 12 miles and including 20 miles	..	..	..	..	2 0 per day
Over 20 miles and including 30 miles	..	..	..	..	2 6 per day
	..	..	..	..	3 0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

TRANSFER FROM JOB TO JOB.

8. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

For less than a full week ..	..	..	..	..	s. d.
For a full working week at the rate of ..	..	..	..	..	10 0 per day
	..	..	..	..	42 0 per week.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

SPECIAL RATES.

12. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Anzac Day, King's Birthday, Melbourne Cup Day, and Boxing Day.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

13. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

EXCESS OF HOURS.

14. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

15. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

16. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* No. 5111, and any amendments which may be made thereto from time to time.

TRANSPORT AT NIGHT.

17. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

18. In the event of an employee being injured during his employment, his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

19. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages, allowances, and other moneys shall be paid at the time of dismissal.

INSPECTION OF TIME SHEETS AND BOOKS.

20. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Plasterers' Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

STORING OF TOOLS.

21. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

22. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

23. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

24. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

APPRENTICES.

25. The provision of clause 24 of this Part shall not apply to the employment of apprentices.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.				Improvers.				Other Employees.			
Per week.				Per week.						Per hour.	Per week of 40 hours.
s. d.				s. d.						s. d.	s. d.
1st year	..	..	35 6	15 years of age	..	..	35 6	Men employed on under-ground sewer or tunnel plastering		4 11½	199 7*
2nd "	..	..	47 6	16 "	"	..	47 6	All other plasterers		4 10½	195 9*
3rd "	..	..	65 6	17 "	"	..	65 6				
4th "	..	..	92 0	18 "	"	..	92 0				
5th "	..	..	120 0	19 "	"	..	120 0				
6th "	..	..	150 0	20 "	"	..	150 0				
PROPORTION (by any employer).				PROPORTION (by any employer).				Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.			
One apprentice to every three or fraction of three workers receiving not less than 195s. 9d. per week.				One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 195s. 9d. per week.				* Rates include 6s. war loading.			

TIME OF BEGINNING AND ENDING WORK.

3. The time of beginning and ending work for persons (other than underground sewer or tunnel plasterers) shall be—

Time of Beginning.		Time of Ending.	
7.45 a.m.	.. ..	noon	on Saturday.
7.45 a.m.	.. ..	5.15 p.m.	on the other working days of the week.

OVERTIME.

4. That the following rates shall be paid to—

- (a) Persons employed on underground sewer or tunnel plastering—
For work done in excess of 40 hours in any week Time and a quarter.
- (b) Persons employed on any work other than underground sewer or tunnel plastering—
For work done within the hours fixed in clause 3 in excess of 40 hours Time and a quarter.
- For work done on Saturdays—
Between midnight and 7.45 a.m. Double time.
Between noon and 5 p.m. Time and a half.
Between 5 p.m. and midnight Double time.
- For work done on any other working day—
Between 5.15 p.m. and 10.15 p.m. Time and a half
Between 10.15 p.m. and 7.45 a.m. Double time.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid at the rate of 2d. per hour extra.

WET WEATHER.

6. When work is stopped by wet weather an employee who is instructed to wait on the job shall be paid for all time lost in waiting in excess of one hour in any one day.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME, FARES, AND TRAVELLING TIME.

7. (a) At the time of his engagement an employee may notify his employer that in relation to fares and travelling time he chooses to be paid under either Part A, or Part B of this clause as provided hereunder, and he shall be paid accordingly.
- (b) If the employee expresses no such choice, Part A shall apply and he shall be paid accordingly.

PART A.

(i) *Allowance in Respect of Excess Fares and Travelling Time.*—The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (corner Bourke and Elizabeth-streets), or the principal post office of any City, Town, Borough, or Township (other than a City, Town, Borough, or Township within the Metropolitan District) whichever is nearer to the employer's principal place of business :—

	s.	d.
Up to and including 12 miles	2	0 per day
Over 12 miles and including 20 miles	2	6 per day
Over 20 miles and including 30 miles	3	0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(ii) Where fares are necessarily incurred on distant jobs, as defined in sub-clause (iii) hereof the provisions of clause 8 hereof shall apply.

(iii) A distant job is one where the distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence.

PART B.

(i) *Fares.*—(a) Where an employee is engaged on a job up to 10 miles from the "centre" he shall be paid an amount of 3s. 6d. per week for fares.

(b) Where an employee is engaged on a job more than 10 miles from the "centre" and is able to return to his home each day, he shall be paid the daily fares, not exceeding 6s., actually and necessarily incurred in travelling to and from the job.

(ii) *Travelling Time.*—Where an employee is engaged on a job more than 12 miles and up to 24 miles from the "centre" he shall be paid in respect of time lost in travelling a daily sum of 1s. 6d.; where the distance travelled from the "centre" exceeds 24 miles a daily sum of 2s. 6d. shall be paid.

ALLOWANCES.

8. An employee when engaged to proceed to work in such a locality as to necessitate his sleeping elsewhere than at his usual place of residence shall receive :—

- (a) When the time occupied on the job is less than a working week 10s. per day with a maximum of 60s. per week ;
(b) When the time occupied on the job is in excess of a working week 7s. per day with a maximum of 42s. in any week.

The employer shall convey the worker to and from the job free of charge or pay his fare. Ordinary rates shall be paid for such travelling time. An employee shall not suffer any loss in regard to the above allowances where work is stopped by wet weather, or by reason of a Public Holiday.

TRANSFER FROM JOB TO JOB.

9. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

TEA MONEY.

10. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall be paid an allowance of two shillings.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

12. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

SPECIAL RATES.

13. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Anzac Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

REST INTERVAL.

14. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10.30 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

ANNUAL HOLIDAY.

15. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* No. 5111, and any amendments which may be made thereto from time to time.

TRANSPORT AT NIGHT.

16. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

17. In the event of an employee being injured during his employment his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

18. All employees shall be paid not later than Friday in each week within five minutes of ceasing time, except where otherwise mutually agreed. An employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all times in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

STORING OF TOOLS.

19. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

20. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCES.

21. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

22. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Half an hour shall be allowed the employee to gather, clean, pack, and transport his tools, and in such case wages shall be paid at the commencement of such half hour.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 9th February, 1949.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 10.

[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
9th day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette*, No. 27, of the 11th January, 1949, shall be replaced by the following clauses:—

2.

Wages per Week of 40 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	8 19 6	9 6 0	8 16 6
Annealer and/or case hardener	8 5 6	8 12 0	8 2 6
Brassfinisher (tradesman)	8 15 0	9 1 6	8 12 0
Brassfinisher (2nd class)	8 0 0	8 6 6	7 17 0
Brass polisher	7 13 0	7 19 6	7 10 0
Blacksmith's machinist	7 11 0	7 17 6	7 8 0
Brass-smith, coppersmith, or other smith	8 16 6	9 3 0	8 13 6
Fitter and/or turner	8 15 0	9 1 6	8 12 0
Fitter, turbine blade	8 19 6	9 6 0	8 16 6
Forger and/or faggoter	9 13 6	10 0 0	9 10 6
Heat treater	8 19 6	9 6 0	8 16 6
Inspector	9 10 6	9 17 0	9 7 6
Key-seating machinist	8 0 0	8 6 6	7 17 0
Locksmith	8 15 0	9 1 6	8 12 0
Machine setter	8 15 0	9 1 6	8 12 0
Machinist—1st class	8 15 0	9 1 6	8 12 0
Machinist—2nd class	8 0 0	8 6 6	7 17 0
Machinist—3rd class	7 10 0	7 16 6	7 7 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	8 19 6	9 6 0	8 16 6
Motor cycle mechanic	8 10 6	8 17 0	8 7 6
Motor mechanic	8 15 0	9 1 6	8 12 0
Mould polisher	7 9 0	7 15 6	7 6 0
Patternmaker	9 8 0	9 14 6	9 5 0
Pipe fitter on low pressure work	8 0 0	8 6 6	7 17 0
Process worker	7 5 0	7 11 6	7 2 0
Refrigeration mechanic or serviceman	8 15 0	9 1 6	8 12 0
Safe maker and/or repairer (security work)	8 15 0	9 1 6	8 12 0
Scalemaker and/or adjuster	8 15 0	9 1 6	8 12 0
Scientific instrument maker	9 8 0	9 14 6	9 5 0
Toolmaker	9 8 0	9 14 6	9 5 0

Wages per Week of 40 Hours.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Toolsmith	8 19 6	9 6 0	8 16 6
Wet stone grinder and glazier (tradesman) ..	8 15 0	9 1 6	8 12 0
Welder—1st class (other than when using Cutler machine)	8 19 6	9 6 0	8 16 6
Welder—1st class (using Cutler machine) ..	8 2 0	8 8 6	7 19 0
Welder—2nd class	7 11 0	7 17 6	7 8 0
Welder—3rd class	7 7 0	7 13 6	7 4 0
Welder—tack	7 9 0	7 15 6	7 6 0
Jobbing moulder and/or coremaker	8 15 0	9 1 6	8 12 0
Plate and machine moulder and/or coremaker— 1st six months' experience	7 11 0	7 17 6	7 8 0
2nd six months' experience	7 14 0	8 0 6	7 11 0
3rd six months' experience	7 17 0	8 3 6	7 14 0
Thereafter	8 2 0	8 8 6	7 19 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry ..	6 12 0	6 18 6	6 9 0
Employee not elsewhere classified	6 6 0	6 12 6	6 3 0
(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.			
Adding, calculating and book-keeping machine mechanic	8 16 6	9 3 0	8 13 6
Cash register mechanic	8 16 6	9 3 0	8 13 6
Tradesman	8 15 0	9 1 6	8 12 0
First-class mechanic	8 5 6	8 12 0	8 2 6
Second-class mechanic	8 2 0	8 8 6	7 19 0
Process worker	7 5 0	7 11 6	7 2 0
Other employees with not less than three months' experience in the metal trades industry ..	6 12 0	6 18 6	6 9 0
Employee not elsewhere classified	6 6 0	6 12 6	6 3 0

NOTE.—Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.
Tradesmen	4 6 per week.
All other labour	3 0 „

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Provided that an employee in an electrical supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—1st class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Wages Board, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed. Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

- Welder—1st class;
- Motor mechanic; and
- Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(g) 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.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

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

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

(j)

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—						
1st year	25	0 0	0 9	1 10 0	1 11 6	1 9 0
2nd year	33	1 0	1 0	2 0 6	2 3 0	1 19 6
3rd year	50	1 6	1 6	3 1 6	3 4 6	3 0 0
4th year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
5th year	100	2 0	3 0	6 8 0	6 14 6	6 5 0
	plus 6s.					
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year	29	0 0	0 9	1 14 6	1 16 6	1 14 0
2nd year	50	1 0	1 6	3 1 0	3 4 0	2 19 6
3rd year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
4th year	100	2 0	3 0	6 8 0	6 14 6	6 5 0
	plus 6s.					

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

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.

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(m) An apprentice shall not work under any system of payment by results.

Lost Time.

(n) 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) 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.

Attendance at Technical Schools.

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	25	0 0	0 9	1 10 0	1 11 6	1 9 0
2nd year	33	1 0	1 0	2 0 6	2 3 0	1 19 6
3rd year	50	1 6	1 6	3 1 6	3 4 6	3 0 0
4th year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
5th year	100	2 0	3 0	6 8 0	6 14 6	6 5 0
	plus 6s.					

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

(b) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable—		
					Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Clippelland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under three months' experience	65	3 0	6 0	..	4 5 0	4 9 6	4 3 0
All others	75	3 0	7 0	..	4 17 6	5 2 6	4 15 6
<i>II.—Junior Females.</i>							
17 years of age and under ..	40	1 0	3 6	..	2 11 6	2 14 0	2 10 0
18 years of age ..	47½	1 3	4 0	..	3 1 0	3 4 0	2 19 6
19 years of age ..	55	1 6	4 6	..	3 10 6	3 14 0	3 8 6
20 years of age ..	62½	2 0	5 0	..	4 0 0	4 4 0	3 18 0
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	2 0	..	1 11 6	1 13 6	1 11 0
16 years of age ..	35	0 9	3 0	..	2 4 6	2 7 0	2 3 6
17 years of age ..	47½	1 0	4 0	..	3 0 6	3 3 6	2 19 0
18 years of age ..	60	1 0	5 0	..	3 16 0	4 0 0	3 14 6
19 years of age ..	75	2 0	6 0	..	4 15 6	5 0 6	4 13 6
20 years of age ..	90	2 0	7 0	..	5 14 6	6 0 0	5 11 6
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	2 0	1 0	1 12 6	1 14 6	1 12 0
16 years of age ..	33	0 9	2 6	1 9	2 3 6	2 6 0	2 2 6
17 years of age ..	60	1 0	5 0	3 0	3 19 0	4 3 0	3 17 6
18 years of age ..	75	2 0	6 0	4 0	4 19 6	5 4 6	4 17 6
19 years of age and over ..	90	2 6	7 0	4 6	5 19 6	6 5 0	5 16 6

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

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

(c) 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 under this Determination 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:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Prohibited Occupations.

(d) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.

[1675]



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THURSDAY, MARCH 10.

[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
9th day of March, 1949.

RAY H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 29 of the 11th January, 1949, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne. 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	7 8 0	7 14 6	7 5 0
Assembler (assistant)	7 3 0	7 9 6	7 0 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	7 8 0	7 14 6	7 5 0
Belt repairer	7 6 0	7 12 6	7 3 0
Blacksmith's striker	7 6 0	7 12 6	7 3 0
Blacksmith's striker on double fires and other assistant ..	7 8 0	7 14 6	7 5 0
Block and tackle hand	7 8 0	7 14 6	7 5 0
Boiler (inside) chipper and cleaner	7 12 0	7 18 6	7 9 0
Cold saw operator	7 8 0	7 14 6	7 5 0
Die caster	7 11 0	7 17 6	7 8 0
Dogman	7 8 0	7 14 6	7 5 0

WAGES PER WEEK OF 40 HOURS.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
*Dresser and grinder using portable machine	7 10 0	7 16 6	7 7 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	7 6 0	7 12 6	7 3 0
(b) other	7 16 0	8 2 6	7 13 0
*Dresser and grinder (other)	7 8 0	7 14 6	7 5 0
*Emery wheel attendant	7 8 0	7 14 6	7 5 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 6 0	7 12 6	7 3 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	7 10 0	7 16 6	7 7 0
Forger's assistant	7 8 0	7 14 6	7 5 0
Friction saw operator	7 6 0	7 12 6	7 3 0
Furnaceman—forge	8 10 6	8 17 0	8 7 6
Furnaceman's assistant—forge	7 8 0	7 14 6	7 5 0
*Furnaceman—electric	7 17 0	8 3 6	7 14 0
*Furnaceman—other (excepting cupola furnaceman)	7 12 0	7 18 6	7 9 0
*Furnaceman's assistant	7 6 0	7 12 6	7 3 0
*Grinding machine or emery wheel operator	7 8 0	7 14 6	7 5 0
Hammer driver	7 8 0	7 14 6	7 5 0
Lagger	7 6 0	7 12 6	7 3 0
Machinist—3rd class (as defined)	7 11 0	7 17 6	7 8 0
Overhead oiler	7 6 0	7 12 6	7 3 0
Painter of ironwork, using spray	7 7 0	7 13 6	7 4 0
Painter of ironwork (other than ship painter) using brush	7 6 0	7 12 6	7 3 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	7 8 0	7 14 6	7 5 0
On bending and cutting machines (assistant)	7 5 0	7 11 6	7 2 0
On steel fabric machines	7 8 0	7 14 6	7 5 0
On steel fabric machines (assistant)	7 3 0	7 9 6	7 0 0
Person working with hammer 14 lb. weight or over—			
On repair work	7 16 3	8 2 9	7 13 3
On other work	7 8 3	7 14 9	7 5 3
Pickler	7 6 0	7 12 6	7 3 0
Piler	7 8 0	7 14 6	7 5 0
Process worker	7 5 0	7 11 6	7 2 0
Rigger and/or splicer	7 12 0	7 18 6	7 9 0
Tar dipper	7 6 0	7 12 6	7 3 0
Other employees with not less than three months' experience in the metal trades industry	6 12 0	6 18 6	6 9 0
Employee not elsewhere classified	6 6 0	6 12 6	6 3 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	8 1 0	8 7 6	7 18 0
Roller	7 14 0	8 0 6	7 11 0
Extrusion press operator	7 13 0	7 19 6	7 10 0
Melter of lead alloys	7 6 0	7 12 6	7 3 0
Lead wool machinist	7 5 0	7 11 6	7 2 0
Molten metal feeder and/or mixer for shot	7 5 0	7 11 6	7 2 0
Roller's assistant	7 6 0	7 12 6	7 3 0
Pipe trap machine operator's assistant	7 6 0	7 12 6	7 3 0
Extrusion press operator's assistant	7 5 0	7 11 6	7 2 0
Other employees with not less than three months' experience in the metal trades industry	6 12 0	6 18 6	6 9 0
All others	6 6 0	6 12 6	6 3 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week (i.e., a further loading of 3s. and an additional margin of 2s.)

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under three months' experience	65	3 0	..	6 0	4 5 0	4 9 6	4 3 0
All others	75	3 0	..	7 0	4 17 6	5 2 6	4 15 6
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	..	3 6	2 11 6	2 14 0	2 10 0
18 years of age ..	47½	1 3	..	4 0	3 1 0	3 4 0	2 19 6
19 years of age ..	55	1 6	..	4 6	3 10 6	3 14 0	3 8 -6
20 years of age ..	62½	2 0	..	5 0	4 0 0	4 4 0	3 18 0
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	..	2 0	1 11 6	1 13 6	1 11 0
16 years of age ..	35	0 9	..	3 0	2 4 6	2 7 0	2 3 6
17 years of age ..	47½	1 0	..	4 0	3 0 6	3 3 6	2 19 0
18 years of age ..	60	1 0	..	5 0	3 16 0	4 0 0	3 14 6
19 years of age ..	75	2 0	..	6 0	4 15 6	5 0 6	4 13 6
20 years of age ..	90	2 0	..	7 0	5 14 6	6 0 0	5 11 6
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	1 0	2 0	1 12 6	1 14 6	1 12 0
16 years of age ..	33	0 9	1 9	2 6	2 3 6	2 6 0	2 2 6
17 years of age ..	60	1 0	3 0	5 0	3 19 0	4 3 0	3 17 6
18 years of age ..	75	2 0	4 0	6 0	4 19 6	5 4 6	4 17 6
19 years of age and over	90	2 6	4 6	7 0	5 19 6	6 5 0	5 16 6

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

The total wage 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 under this Determination 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:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
as furnaceman or assistant to furnaceman; or
as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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



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THURSDAY, MARCH 10.

[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
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

FROZEN GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 76 of the 7th February, 1949, shall be replaced by the following clause:—

2.

WAGES.

Improvers and Juvenile Workers.					Other Employees.			
	Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.		Per Week.		
						Weekly Rate.	*War Loading.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	s. d.		£ s. d.	s. d.	£ s. d.
16 years of age and under 17	3 1 7	0 11	3 2 6	1 6½	Chamber hands	9 7 6	4 0	9 11 6
17 " " " 18	3 8 3	0 11	3 9 2	1 8½				
18 " " " 19	3 19 0	1 10	4 0 10	2 0½				
19 " " " 20	4 14 0	1 10	4 15 10	2 4½				
20 " " " 21	5 18 11	2 9	6 1 8	3 0½	All others	8 14 10	4 0	8 18 10

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilful that no person should be taken as an apprentice to the trade.

Clauses, other than clause 2, of the said Determination shall remain in force.

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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 February, 1949.

Dated at Melbourne, this
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL PHARMACISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 75 of the 7th February, 1949, shall be replaced by the following clause:—

2.

Apprentices.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
			£. s. d.				£ s. d.
1st year's experience	..	..	1 11 9	Chief Pharmaceutical Chemist—			
2nd "	"	..	2 17 6	(i.e. A pharmaceutical chemist in charge of the			
3rd "	"	..	4 3 3	pharmacy department of a hospital.)			
4th "	"	..	5 7 9	(a) Where four or more full time pharmaceutical			
5th "	"	..	6 18 0	chemists are normally employed	14	3	0
				(b) Where two or three full time pharmaceutical			
				chemists are normally employed	13	3	0
				(c) Where he is the only pharmaceutical			
				chemist employed	12	13	0
				Senior Pharmaceutical Chemist	11	8	0
				Where three or more full time pharmaceutical			
				chemists are normally employed, one shall be a			
				Senior Pharmaceutical Chemist, and shall take			
				charge of the pharmacy department during the			
				absence of the Chief Pharmaceutical Chemist			
				Other Hospital Pharmaceutical Chemist			
				1st year's experience as such	10	13	0
				2nd "	10	18	0
				Thereafter	11	3	0

Clauses, other than clause 2, of the said Determination shall remain in force.

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

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[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
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination made on the 13th December, 1948, and, in force as from the beginning of the first pay period to commence on or after the 12th November, 1948, shall be replaced by the following clause:—

2. WAGES.										Wages per Week of 40 Hours.	
Juvenile Workers.										s. d.	
14 years of age and under 17 years of age ..	..	..	..	..	..	..	..	..	..	63	3
17 " " " 18 " " " ..	..	..	..	..	..	..	..	..	..	81	3
18 " " " 19 " " " ..	..	..	..	..	..	..	..	..	..	99	0
19 " " " 20 " " " ..	..	..	..	..	..	..	..	..	..	115	9
20 " " " 21 " " " ..	..	..	..	..	..	..	..	..	..	148	0

Per Week of 40 Hours.			
Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	
s. d.	s. d.	s. d.	
Persons employed at casing factories	179 0	4 0	183 0

Wages per Day.			
Monday to Friday, Inclusive.			
Daily Rate.	War Loading (Non-Adjustable).	Total Daily Wage.	
s. d.	d.	s. d.	
Fullers-off and strippers	35 9½	9½	36 7½

Clauses, other than clause 2 of the said Determination shall remain in force.

By Authority: J. J. GOUBLEY, Government Printer, Melbourne.

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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 February, 1949.

Dated at Melbourne, this
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 30 of the 11th January, 1949, shall be replaced by the following clause:—

2.

Wages.

Apprentices and Improvers.					Other Employees.	
	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year's experience	38·4	..	2 6	47 6	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
2nd year's experience	41·9	..	2 6	51 6	All Employees .. *172s. per week of 40 hours	
3rd year's experience	50·0	1 6	1 6	61 6		
4th year's experience	83·0	2 0	2 3	101 6	(b) Employed outside the areas specified in paragraph (a):—	
5th year's experience	100·0	2 0	3 0	128 0	All Employees .. *169s. per week of 40 hours	
	plus 6s.					

PROPORTION (WITHIN ANY PLACE).

One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.

* Including a loading of 6s. per week.

Clauses, other than clause 2, of the said Determination shall remain in force.

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

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[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
2nd day of March, 1949.

RAY H. BEERS,
Secretary for Labour.

SLATERS AND TILERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 534 of the 18th May, 1948, shall be replaced by the following clause:—

2.

WAGES.

Apprentices.			Improvers.			Other Employees.		
	Percentage of Adult Wage.	Per Week of 40 Hours.		Percentage of Adult Wage.	Per Week of 40 Hours.		Per Hour.	Per Week of 40 Hours.
		s. d.			s. d.		s. d.	s. d.
1st year ..	33½	66 6	1st year ..	33½	66 6	Slaters or Tilers ..	4 11 ⁹ / ₁₀	199 8
2nd „ ..	40	79 9	2nd „ ..	40	79 9			
3rd „ ..	60	119 9	3rd „ ..	60	119 9			
4th „ ..	80	159 9	4th „ ..	80	159 9			
PROPORTION (by any employer).			PROPORTION (by any employer).			Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. per day or portion of a day in addition to the rates set out above.		
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 199s. 8d. per week.			One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 199s. 8d. per week.					
An amended indenture of apprenticeship has been prescribed by the Board.								

NOTE.—(a) No person under the age of 16 years shall be employed as an apprentice or improver.

(b) Notwithstanding anything contained in this Determination, any person who on the 1st August, 1946, has been employed for not less than three months in the industry, and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed, and shall be paid under the scale of wages prescribed for an improver of like experience.

Clauses, other than clause 2, of the said Determination shall remain in force.

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No. 244.—1238/49.—PRICE 3D.

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[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
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 5 of the 7th January, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.										Wages per Week of 40 Hours.
										s. d.
15 years of age or under	..	..	..	..	..	..	..	..	..	35 3
16 years of age	..	..	..	..	..	..	..	..	..	39 3
17 years of age	..	..	..	..	..	..	..	..	..	44 3
18 years of age	..	..	..	..	..	..	..	..	..	62 3
19 years of age	..	..	..	..	..	..	..	..	..	74 9
20 years of age	..	..	..	..	..	..	..	..	..	89 0

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
One improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.										Wages per Week of 40 Hours.
										£ s. d.
Racecourses—										
Foreman, i.e., a person who supervises the work of a leading hand and other employees ..	..	..	..	..	..	..	..	..	..	7 13 0
Leading hand, i.e., a person in charge of three or more employees ..	..	..	..	..	..	..	..	..	..	7 5 6
Maintenance employees ..	..	..	..	..	..	..	..	..	..	7 0 6
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—										
Green-keeper ..	..	..	..	..	..	..	..	..	..	8 13 0
Assistant green-keeper ..	..	..	..	..	..	..	..	..	..	7 15 6
Groundsman ..	..	..	..	..	..	..	..	..	..	6 19 0
All others ..	..	..	..	..	..	..	..	..	..	6 18 0
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—										
Curator, i.e., a person responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets ..	..	..	..	..	..	..	..	..	..	8 13 0
Assistant curator ..	..	..	..	..	..	..	..	..	..	7 15 6
Groundsman ..	..	..	..	..	..	..	..	..	..	6 19 0
All others ..	..	..	..	..	..	..	..	..	..	6 18 0
Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.										

.. Clauses, other than clause 2, of the said Determination shall remain in force.

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No. 245.—1239/49—PRICE 3d.

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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 February, 1949.

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

RAY H. BEERS,
Secretary for Labour.

TANNERS (FURRED SKINS) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 668 of the 22nd June, 1948, shall be replaced by the following clauses:—

2.

ADULT MALES

	Wages Per Week.
Persons engaged shaving on upright knife and/or rotary shaving knife—	£ s. d.
1st year's experience	7 17 0
2nd year's experience	8 2 0
Thereafter	8 11 6
Persons engaged as fleshers on upright knife, beam fleshers and pullers on upright knife—	
1st year's experience	7 15 0
Thereafter	8 6 6
Machine flesher	7 14 0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	7 6 0
Persons engaged as dry drum operators	7 6 0
Persons engaged in spraying stencilling or tipping by machine or by hand	7 9 0
Persons engaged as buffing machinists	7 12 6
Persons engaged as fluffing machinists	7 7 0
Persons engaged as staking machine operators	7 11 0
Persons engaged as carding and/or combing machine operators (sheep skins)	7 7 0
Persons engaged as setting out and/or stretching machine operators	7 6 0
Persons engaged ripping by hand or by machine	7 5 0
Persons engaged as clipping and/or epilating machine operators	7 6 0
Table hands	7 5 0
Males not elsewhere included	6 9 0
Men employed at emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

WET WORK.

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat hand and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 3s. 6d. per week as wet workers.

ADULT FEMALES.

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

All others	£ s. d.
3.	4 16 9

Apprentices or Improvers.										Wages Per Week.
										£ s. d.
<i>Males.</i>										
Under 16 years of age .. .. .	..	..	..	..	..	..	..	..	..	1 17 0
16 and under 17 years of age .. .. .	..	..	..	..	..	..	..	..	..	2 9 3
17 and under 18 years of age .. .. .	..	..	..	..	..	..	..	..	..	3 1 6
18 and under 19 years of age .. .. .	..	..	..	..	..	..	..	..	..	3 13 9
19 and under 20 years of age .. .. .	..	..	..	..	..	..	..	..	..	4 18 6
20 and under 21 years of age .. .. .	..	..	..	..	..	..	..	..	..	6 3 0
<i>Females.</i>										
Under 16 years of age .. .. .	..	..	..	..	..	..	..	..	..	1 13 9
16 and under 17 years of age .. .. .	..	..	..	..	..	..	..	..	..	2 3 0
17 and under 18 years of age .. .. .	..	..	..	..	..	..	..	..	..	2 9 3
18 and under 19 years of age .. .. .	..	..	..	..	..	..	..	..	..	2 15 3
19 and under 20 years of age .. .. .	..	..	..	..	..	..	..	..	..	3 1 6
20 and under 21 years of age .. .. .	..	..	..	..	..	..	..	..	..	3 16 9

and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2.

For the purposes of this clause "experience" shall mean any form of employment in this industry.

Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows :—

Female Improvers.

One female to one	} Female workers receiving not less than the minimum wage.
Three female improvers to two .. .. .	..	..	..	..	..	..	..
and thereafter, three additional female improvers to every two additional .. .. .	..	..	..	..	..	..	..

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

[1693]



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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
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 41 of the 20th January, 1949, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—electric	7 19 0	8 5 8	7 16 0
Furnaceman—other	7 12 0	7 18 6	7 9 0
Furnaceman's assistant	7 6 0	7 12 6	7 3 0
Press operator	7 11 0	7 17 6	7 8 0
Die attendant	7 11 0	7 17 6	7 8 0
Hexagon straightener	7 9 0	7 16 6	7 6 0
Draw bench operator	7 5 0	7 11 6	7 2 0
Pickler	7 5 0	7 11 6	7 2 0
Other machine operator	7 5 0	7 11 6	7 2 0
Hand straightener	7 3 0	7 9 6	7 0 0
Pointer	7 2 0	7 8 6	6 19 0
Die striker	7 1 0	7 7 6	6 18 0
Other employees with not less than three months' experience in this industry	7 12 0	6 18 6	6 9 0
All others	6 6 0	6 12 6	6 3 0

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

No. 247—1328/49.—PRICE 3d.

JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Further Additional Loading.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age ..	25	0 6	1 0	2 0	1 12 6	1 14 6	1 12 0
16 years of age ..	33	0 9	1 9	2 6	2 3 6	2 6 0	2 2 6
17 years of age ..	60	1 0	3 0	5 0	3 19 0	4 3 0	3 17 6
18 years of age ..	75	2 0	4 0	6 0	4 19 6	5 4 6	4 17 6
19 years of age and over ..	90	2 6	4 6	7 0	5 19 6	6 5 0	5 16 6
<i>Elsewhere</i>							
Under 16 years of age ..	25	0 6	..	2 0	1 11 6	1 13 6	1 11 0
16 years of age ..	35	0 9	..	3 0	2 4 6	2 7 0	2 3 6
17 years of age ..	47½	1 0	..	4 0	3 0 6	3 3 6	2 19 0
18 years of age ..	60	1 0	..	5 0	3 16 0	4 0 0	3 14 6
19 years of age ..	75	2	..	6 0	4 15 6	5 0 6	4 13 6
20 years of age ..	90	2 0	..	7 0	5 14 6	6 0 0	5 11 6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

The total wage 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 male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(c) Junior employees shall not be employed—

- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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

[1695]



VICTORIA GOVERNMENT GAZETTE.

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No. 248]

THURSDAY, MARCH 10.

[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
9th day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination made on the 14th December, 1948, and in force as from the 14th December, 1948, shall be replaced by the following clause:—

WAGES PER WEEK.

											£	s.	d.
2. (a)	Leading waterman	..	..	..	..	..	..	..	..	..	8	2	0
	Waterman	..	..	..	..	..	..	..	..	..	7	11	0
	Groundsman	..	..	..	..	..	..	..	..	..	7	11	0

Maintenance Work.

Ganger (i.e., a man in charge of over six men)	..	..	..	..	..	..	..	..	..	..	8	2	0
Leading hand (i.e., a man in charge of from three to six men)	..	..	..	..	..	..	..	..	..	..	7	16	0
All others	..	..	..	..	..	..	..	..	..	..	7	7	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee in any of the above classifications is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 10s. per week or 2s. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 25s. per week or 5s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

Clauses, other than clause 2, of the said Determination shall remain in force.

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[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
9th day of March, 1949.

RAY H. BEERS,
Secretary for Labour.

DRY BATTERIES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 326 of the 30th August, 1940, shall be replaced by the following clauses:—

(2)

IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	27 3	27 3	30 9	38 6	46 3	53 6	1st year ..	23 6	26 6	30 9	38 6	45 9
2nd " ..	30 9	32 0	39 9	49 3	57 6	..	2nd " ..	27 9	32 0	40 3	47 6	..
3rd " ..	38 6	42 0	52 6	61 3	..	..	3rd " ..	34 6	42 0	50 0	..	..
4th " ..	50 0	56 9	67 9	..	..	..	4th " ..	43 3	51 9	..	..	..
5th " ..	65 3	73 3	..	..	..	..	5th year and until 21 years of age ..	53 6	..	..	..	..
6th year and until 21 years of age ..	84 0	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 116s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 64s. 6d. per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with Section 25 (1) of the amended *Factories and Shops Act* 1934 that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(3)

OTHER EMPLOYEES.

(a) Males.												Per week of 44 hours.
												s. d.
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	..	126 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	..	122 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	..	122 0
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	..	120 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	..	119 0
All others ..	..	..	..	..	..	..	..	..	..	..	..	116 0
(b) Females.												
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	..	69 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	..	69 0
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	..	67 3
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	..	67 3
All others ..	..	..	..	..	..	..	..	..	..	..	..	64 6

Clauses (4) to (15) inclusive of the said Determination shall remain in force.

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[1699]



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THURSDAY, MARCH 10.

[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
9th day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 16 of the 7th January 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK.

(a) Juniors.					(b) Other employees.		
	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.	<i>Oxygen, Acetylene, Air, Nitrogen, CO₂, and Hydrogen.</i>		
		s. d.	s. d.	£ s. d.		£	s. d.
Under 16 years of age ..	25	0 6	2 0	1 11 6	Acetylene plant attendant ..	8	0 6
16 years of age ..	35	0 9	3 0	2 4 6	Acetylene generator attendant ..	7	12 6
17 years of age ..	47½	1 0	4 0	3 0 6	Operator of dry-ice machine ..	7	7 0
18 years of age ..	60	1 0	5 0	3 16 0	Cylinder tester and/or valve hand ..	7	7 0
19 years of age ..	75	2 0	6 0	4 15 6	Cylinder filler ..	7	5 0
20 years of age ..	90	2 0	7 0	5 14 6	Other employees with not less than three months' experience in the industry ..	6	12 0
The total wage shall be calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.					All others ..	6	6 0

The Board has determined that no apprentice shall be taken to the trade.

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Clauses, other than clause 2, of the said Determination shall remain in force.

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No. 2511

THURSDAY, MARCH 10.

[1949

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

Dated at Melbourne, this
9th day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

Clause 2 of the Determination published in *Government Gazette* No. 53 of the 28th January, 1949, shall be replaced by the following clause :—

APPRENTICES OR IMPROVERS.				JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.		Wages per Week of 40 Hours.	
Age.		Males.	Females.	Males.	Females.		
Under 17 years ..	..	<i>s. d.</i> 56 6	<i>s. d.</i> 56 6	<i>s. d.</i> 56 6	<i>s. d.</i> 56 6		
17 years and under 18 years ..	..	76 0	66 6	76 0	66 6		
18 " " 19 " ..	..	95 3	76 9				
19 " " 20 " ..	..	114 6	85 9				
20 " " 21 " ..	..	131 9	95 3				
PROPORTION (IN ANY PLACE).				Definition of Juvenile Workers.		Males.	
Apprentices.				Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—		Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes 177 6	
One apprentice to every three or fraction of three workers receiving not less than 168s. 6d. per week of 40 hours.				(a) picking out or selecting.		All others 168 6	
Improvers (Males).				(b) making in the raw state.		Females.	
Four improvers to each male worker receiving not less than 168s. 6d. per week of 40 hours.				(c) twisting in the dry state.		All adults 107 9	
Females.				PROPORTION (IN ANY PLACE).			
Two improvers to each female worker receiving not less than 107s. 9d. per week of 40 hours.				Males.			
				Six juvenile workers to each worker receiving not less than 168s. 6d. per week of 40 hours.			
				Females.			
				Three juvenile workers to each worker receiving not less than 107s. 9d. per week of 40 hours.			

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[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
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

THEATRE MANAGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1032 of the 8th November, 1948, shall be replaced by the following clause—

2.

WAGES.

(a) *Weekly Employees.*

	Per week. £ s. d.
First Schedule.	
*Zone Manager	14 3 0
Manager	14 3 0
Manager of two theatrettes or manager of one theatre and one theatrette	18 3 0
(Provided that one manager of two such establishments shall be permitted only in cases in which the businesses carried on in both establishments are owned by one proprietor; the expression "one proprietor" to include separate companies in which the majority of shareholders of one are the majority of shareholders in the other)	
Assistant Manager (legitimate or vaudeville theatre and/or concert hall)	11 13 0
Assistant Manager (picture theatre)	10 13 0
Trainee Manager	7 13 0
Treasurer (legitimate or vaudeville and/or concert hall)	10 13 0
Treasurer (picture theatre)	9 3 0
Second Schedule.	
*Zone Manager	13 3 0
Manager	13 3 0
Assistant Manager	9 3 0
Trainee Manager	7 13 0
Third Schedule.	
*Zone Manager	12 3 0
Manager	12 3 0
Assistant Manager	9 3 0
Trainee Manager	7 13 0
Fourth Schedule.	
*Zone Manager	10 3 0
Manager	10 3 0
Manager intermittently employed shall be paid:—	
(i) For two days per week of not more than 13 hours 20 minutes, one third of the rate for a Zone Manager	3 7 8
(ii) For three days per week of not more than 20 hours, one half of the rate for a Zone Manager	5 1 6
(iii) For four days per week of not more than 26 hours 40 minutes, two thirds of the rate for a Zone Manager	6 15 4
(iv) For five days per week of not more than 33 hours 20 minutes, five sixths of the rate for a Zone Manager	8 9 2

* Additional Allowances.

A Zone Manager shall, in addition to his ordinary wage, be entitled to the following allowance for each additional theatre, theatrette, or concert hall supervised :—

First Schedule.

£1 per week with a maximum of £4 per week.

Second Schedule.

15s. per week with a maximum of £3 per week.

Third Schedule.

10s. per week with a maximum of £2 per week.

Fourth Schedule.

7s. 6d. per week with a maximum of £1 10s. per week.

(b) *Casual Employees.*

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the appropriate weekly wage with the addition of 20 per cent. with a minimum payment as for 4 hours.

Clauses, other than clause 2, of the said Determination shall remain in force.



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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 February, 1949.

Dated at Melbourne, this
2nd day of March, 1949.

RAY H. BEERS,
Secretary for Labour.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 228 of the 2nd April, 1948, shall be replaced by the following clauses:—

2.

WAGES.

Apprentices.				Other Employees.			
				Per Hour.		Per Week of 40 Hours.	
				s.	d.	£	s. d.
1st year	..	..	..	33	6	Adults	5 0 .. 10 0 0
2nd "	..	..	..	50	9		
3rd "	..	..	..	68	3		
4th "	..	..	..	92	9		
5th "	..	..	..	118	0		
PROPORTION (WITHIN ANY PLACE).							
One apprentice to every three or fraction of three workers receiving not less than £10 0 0 per week of 40 hours.							
An indenture of apprenticeship has been prescribed by the Board.							

PIECWORK PRICES.

20. That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Floor and Verandah Tiling.

Each area under one square yard	9s. 0d. per area
Under three square yards	12s. 0d. per square yard
Three square yards or over	10s. 6d. per square yard
Loose moravian	17s. 3d. per square yard
Steps of marble, slate, or material other than tiles with tile risers	1s. 3d. per foot run respectively for each step fixed or riser tiled

Any step with nosing tread or riser tiles 4s. 6d. per foot run

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface.

Wall Tiling.

Wall tiling	11s. 3d. per square yard
Kitchen stove recesses	15s. 0d. per square yard
Splash tiling under one square yard to basin and/or bath	15s. 0d. per room
Ceilings or offsets	22s. 9d. per square yard
Linens, beads, coves, and capping	3d. per foot run in addition to full overall measurements

Where brickwork or concrete has to be cut out to allow

recessed fitting to be laid 4s. 6d. per fitting

Soap and toilets with mitre surrounds 4s. 6d. each

Tiled recesses in walls up to 6 in. x 6 in. square 9s. 0d. each

Sills and reveals which occur in isolated cases 9d. per lineal foot in addition to overall measurements

Architraves and skirting 9d. per lineal foot in addition to overall measurements

Cutting on the rake to staircase dados 6d. per lineal foot

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling, also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged	1s. 3d. per yard	{ in addition to the rates fixed in this schedule for laying and fixing
(b) where joints are struck	4s. 0d. per yard	

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.

When the aggregate amount payable for any job has been computed according to the piecework prices contained herein, such amount shall be increased by the addition thereto of a sum equal to an amount of one-sixth of such aggregate amount, and to such aggregate amount shall be added $\frac{1}{10}$ th of that aggregate amount in consequence of the reduction of the ordinary working hours from 44 to 40.



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THURSDAY, MARCH 10.

[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
2nd day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

UNDERTAKERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 21 of the 11th January, 1949, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.*

Apprentices.	Improvers.	Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District.
WAGES.	WAGES.	WAGES.	s. d.	s. d.
1st year's experience 47 6	Under 18 years of age 71 0	Workers engaged in making		
2nd " " .. 66 0	18-19 years of age .. 94 6	coffins of wrought timber for		
3rd " " .. 83 0	19-20 " " .. 122 0	either polishing or varnishing ..	183 6	180 6
4th " " .. 109 6	20-21 " " .. 148 6	Workers engaged in making		
5th " " .. 140 6		other coffins, trimming or		
		polishing coffins, or conducting	170 6	187 6
		funerals ..		
		Chauffeurs who make adjustments		
		and attend to actual running		
		repairs to motor hearses, coaches,	170 0	167 0
		or waggon ..		
		Other chauffeurs who drive and		
		may be required to change tires,		
		oil and/or plugs, or grease, clean	160 0	157 0
		and/or polish a motor vehicle ..	160 0	157 0
		All others ..		
		Provided that employees who live at either principal or branch		
		establishments shall receive 20s. per week extra and shall		
		be charged not more than a weekly rental of 1s.		

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

PIECEWORK.

20. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (Head to Heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	55 3	58 7	61 10	48 4	52 0	56 0
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth)	49 4	52 10	56 2	43 5	46 7	50 1
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	41 6	42 11	46 3	36 4	38 9	40 9
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long	33 3	35 8	38 9	29 6	31 11	33 4
Common coffins, over 4 ft. 9 in. long	7 5	8 4	9 4	6 5	7 3	8 4
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness	8 4	9 4	10 5	7 3	8 4	9 4
	<i>s. d.</i>			<i>s. d.</i>		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	30 9 each			26 0 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	25 4 "			20 3 "		
Common coffins, up to 2 feet long	33 3 per dozen			25 8 per dozen		
Common coffins, over 2 feet and up to 3 feet long	44 11 "			35 9 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long	60 10 "			47 11 "		
Inside shells for lead coffins	22 2 each			14 11 each		
Cover lids, up to 2 feet wide	31 0 per dozen			20 11 per dozen		
Cover lids, over 2 feet wide	33 8 "			33 2 "		
				<i>s. d.</i>		
Extra for common coffins or coverlids if glued .. .. .	.. .. .	.. .. .	.. .. .	1 10 each		
Extra for lids made with two or three decks .. .. .	.. .. .	.. .. .	.. .. .	11 9 "		

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.



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THURSDAY, MARCH 10.

[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
9th day of March, 1949.

RAY. H. BEERS,
Secretary for Labour.

VEGETABLE GROWERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1212 of the 20th December, 1948, shall be replaced by the following clause:—

2.

Improvers.				Other Employees.			

