



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 368]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

BAG MAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1192 of the 6th December, 1948, shall be replaced by the following clause:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	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.	s. d.
1st 6 months	37 0	43 9	52 3	81 6	107 0	130 0	1st 6 months ..	38 0	45 0	53 6	63 0	69 3	77 9
2nd 6 months	43 9	52 3	81 6	107 0	130 0	..	2nd 6 months..	45 0	53 6	63 0	69 3	77 9	..
2nd year ..	52 3	81 6	107 0	130 0	..	..	2nd year ..	53 6	63 0	69 3	77 9	..	..
3rd year ..	81 6	107 0	130 0	..	..	..	3rd year ..	63 0	69 3	77 9	..	..	..
4th year ..	107 0	130 0	..	..	..	..	4th year ..	69 3	77 9	..	..	..	..
5th year ..	130 0	..	..	..	..	..	5th year ..	77 9	..	..	..	..	..
PROPORTION.							PROPORTION.						
Males.							Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 150s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 96s. 6d. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 96s. 6d. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

										Per Week of 40 Hours.
<i>Males.</i>										
Combination bag-making machine attendant	..	..	..	..	..	..	..	..	..	<i>s. d.</i> 150 0
Repairers by hand	..	..	..	..	..	..	..	..	..	150 0
Repairers by machine	..	..	..	..	..	..	..	..	..	150 0
All others	..	..	..	..	..	..	..	..	..	132 0
<i>Females.</i>										
Bag-making machinist	..	..	..	..	..	..	..	..	..	100 6
Repairers by hand	..	..	..	..	..	..	..	..	..	106 9
Repairers by machine	..	..	..	..	..	..	..	..	..	106 9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months	..	..	..	..	..	..	..	..	..	78 6
2nd 3 months	..	..	..	..	..	..	..	..	..	85 6
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months	..	..	..	..	..	..	..	..	..	78 6
All others	..	..	..	..	..	..	..	..	..	96 6

NOTE.—The Board determines that no person shall be employed as an apprentice.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that the percentage shown in the margin of clause 13, shall be altered from 74½ per cent. to 80½ per cent.



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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 927 of the 16th September, 1948, shall be replaced by the following clause:—

2. WAGES. (a) Improvers.*

Male.					Female.				

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

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

(b) Adults.

										Male.		Female.			
										£ s. d.		£ s. d.			
Cook (Grade 1)	8	6	6	6	7	0
Cook (Grade 2)	7	6	6	4	19	6
Cook working alone	7	11	6	5	8	9
Supervisor	4	19	6
Attendant	6	18	0	4	8	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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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 42 of the 2nd February, 1948, shall be replaced by the following clause :—

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	21 0	0 6	21 6	Chief Pharmaceutical Chemist ..	230 0	6 0	236 0
2nd " " ..	32 3	1 0	33 3	Assistant Pharmaceutical Chemist ..	190 0	6 0	196 0
3rd " " ..	44 0	1 3	45 3	Unqualified Assistant ..	180 0	6 0	186 0
4th " " ..	55 3	1 9	57 0	Female Shop Assistant not			
5th " " ..	67 0	2 0	69 0	engaged in dispensing or			
6th " " ..	77 6	2 3	79 9	compounding medicines, drugs,			
7th " " ..	88 0	2 6	90 6	or medicinal preparations ..	115 6	3 0	118 6
8th " " ..	109 3	3 0	112 3				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".							
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 196s. per week.							
<i>Improvers.</i>							
One improver to every ten or fraction of ten workers receiving not less than 196s. 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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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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 30 of the 2nd February, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.				Wages per Week.	
	Shift Workers.		Ordinary Workers.		Males.	Females.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.				
	s. d.	s. d.	s. d.		s. d.	s. d.
Under 16 years .. ..	..	..	69 0	Under 16 years	58 3	54 6
16-17 years .. ..	..	..	80 6	16-17 years	65 3	61 3
17-18 " .. ..	..	..	91 0	17-18 "	80 6	68 3
18-19 "	119 0	114 0	102 9	18-19 "	88 9	79 6
19-20 "	130 6	126 9	116 0	19-20 "	104 0	87 3
20-21 "	138 0	134 6	124 9	20-21 "	119 0	96 6

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 14s. per week.

One improver to every eight or fraction of eight workers receiving not less than 14s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 11s. 6d. per week.

OTHER EMPLOYEES.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	178 0	175 0	167 0
Milk grader	177 0	174 0	166 0
Milk or cream tester	177 0	174 0	166 0
Creamery manager	172 0	169 0	161 0
Milk or cream neutralizer	170 6	167 6	159 6
Foreman of shift or department or casein plant	172 0	169 0	161 0
Butter-maker	177 0	174 0	166 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	162 0	159 0	151 0
Operators of any of the following machines, viz :—			
Separator	160 0	157 0	149 0
Pasteurizer evacuator, or deodorizer	160 0	157 0	149 0
Weighing machine	160 0	157 0	149 0
Filling machine for tinning of butter when butter has not been milled	162 0	159 0	151 0
Filling machine for tinning of butter when butter has been milled	161 0	158 0	150 0
Storeman or packer in butter canning establishments	161 0	158 0	150 0
Other storeman or packers	160 0	157 0	149 0
Casein-maker	173 0	170 0	162 0
Assistant to casein-maker, casein dryers, and millers	161 6	158 6	150 6
Cheese-maker	177 0	174 0	166 0
Assistant to cheese-maker	161 6	158 6	150 6
Cheese storehand	163 0	160 0	152 0
Male adult washing or sterilizing cans or bottles	160 0	157 0	149 0
Operator of a fork lift truck	162 0	159 0	151 0
All other adult males	159 0	156 0	148 0
All other adult females .. .. .	..	..	114 6

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



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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 May, 1949.

Dated at Melbourne, this
4th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

BUILDERS' LABOURERS BOARD.

Clauses 1 of Part I, and 1 of Part II of the Determination made on the 7th March, 1949, and in force as from the beginning of the first pay period to commence on or after the 7th February, 1949, shall be replaced by the following clauses:—

PART I.

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

WAGES.

1. (a) For skilled builders' labourers—4s. 3½d. per hour
For ordinary builders' labourers—4s. 1d. per hour.

(NOTE.—To the above amounts must be added any allowance payable in accordance with clause 6 of this Part).

(b) "Builders' Labourer—skilled" means an employee engaged upon the work of steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand or crane-hand, dogman, scaffolder, powder monkey, drainer, demolisher, jack-hammerman, winch or hoist driver or mixer driver.

(c) "Builders' Labourer—ordinary" means an employee engaged under this Determination in occupations other than those set out in sub-clause (b) of this clause.

Definition.

- (d) "Federation" means the Australian Builders' Labourers' Federation.

PART II.

This Part applies to the employment of persons employed as builders' labourers in mixed industry as defined in clause 12 of this Part.

WAGES PER WEEK.

1. (a)

	Higher Grade.	Lower Grade.
	£ s. d.	£ s. d.
Builders' Labourer	7 17 0	7 8 0

Provided that where an employee is engaged on work other than "maintenance" as defined in clause 12 of this Part, the above-stated wage rates shall be increased by an additional amount at the rate of 2s. 6d. per week when so employed. Such is the additional amount referred to in the proviso to clause 13 of this Part.

(b) An employee whose employment is terminated by the employer within six months of his employment for any cause other than for malingering, inefficiency, neglect of duty or misconduct, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

Clauses, other than clauses 1 of Part I, and 1 of Part II, of the said Determination shall remain in force.

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Published by Authority.

No. 373]

MONDAY, MAY 16.

[1949]

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

Dated at Melbourne, this
4th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

Clause 2 and 3 of the Determination published in *Government Gazette* No. 294 of the 5th April, 1949, shall be replaced by the following clauses:—

2.

APPRENTICES AND IMPROVERS.

Wages.

[illegible]

OTHER EMPLOYEES.

		Wages per Week.									
3.		Males.								s.	d.
	Confectioners, Group 1.	..	..	..	..	..	..	..	167	0
	Confectioners, Group 2.	..	..	..	..	..	..	..	161	0
	Confectioners, Group 3.	..	..	..	..	..	..	..	155	0
	Confectioners, Group 4.	..	..	..	..	..	..	..	149	0
	Confectioners, Group 5.	..	..	..	..	..	..	..	143	0
	Storeman or packer—										
	(a) Who works singly	..	..	..	..	..	..	..	156	6
	(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz :—										
	(i) 1, 2, 3, 4, 5 or 6 such persons	..	..	..	..	..	..	..	158	9
	(ii) 7 or more such persons	..	..	..	..	..	..	..	172	9
	Other storeman or packer engaged in the despatch or bulk receiving stores						152	0	
	All adult females	107	3	



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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 May, 1949.

Dated at Melbourne, this
4th day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 25 of the 11th January, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Dentist's Mechanic. (Apprentices.)			Dentist's Attendant. (Apprentices and Improvers.)			Other Employees.			Minimum Wage.
		<i>s. d.</i>			<i>s. d.</i>				<i>s. d.</i>
1st year	..	32 0	1st year	..	47 6	Dentist's Surgical Assistant	..	..	257 0
2nd "	..	42 0	2nd "	..	66 0	Dentist's Mechanic	..	..	190 0
3rd "	..	58 0	3rd "	..	87 0	Dentist's Attendant	..	..	112 6
4th "	..	85 0							
5th "	..	127 0							
6th "	..	153 0							

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

* NOTE. Clause 3. Special conditions regarding the employment of Juniors. And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

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

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No. 374.—4308/49.—PRICE 3d.



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GOVERNMENT GAZETTE.

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MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
4th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

LIFT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 11 of the 7th January, 1949, shall be replaced by the following clause:—

2.		EMPLOYEES.	
		Weekly Wage. s. d.	Note.
Senior lift attendant (male or female) i.e., a person who directs passengers to and/or controls the departure of three or more lifts	159 0		The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female)	147 0		

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

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

No. 375.—4326/49.—PRICE 3d.



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MONDAY, MAY 16.

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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

BRUSH MAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 549 of the 20th May, 1948, shall be replaced by the following clause:—

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.			(b) OTHER EMPLOYEES.	Wages per week of 40 hours.
Experience.	Wages per week of 40 hours.		<i>Males.</i>	<i>s. d.</i>
	Males.	Females.		
1st year	<i>s. d.</i> 30 0	<i>s. d.</i> 34 9	Persons employed at—	
2nd year	40 0	46 3	Paint brush making	162 9
3rd year	57 6	64 9	Hair pan work	156 6
4th year	} minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.	82 6	Bass pan work	156 6
5th year			Hair dressing and mixing	156 6
6th year			Making twisted brushes	156 6
			Making wire brushes	156 6
			Bass broom drawing	156 6
			Finishing	156 6
			Boring	156 6
			Lacquering or ducoing	156 6
			Trimming machine (when employed solely at such machine)	144 0
			<i>Females.</i>	
			Automatic boring and filling machinists	90 3
			Filling machinists	90 3
			Trimming machinists	90 3
			Boring machinists	90 3
			Bench drawing	92 3
			Treadle knot-sizing machinists	90 3
			Persons employed at lacquering or ducoing	90 3

PROPORTION.

(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen
Male workers receiving not less
than 15s. 6d. per week of
40 hours or earning full
piecework prices.

Females.

One female improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen
Female workers receiving not
less than 90s. 3d. per week
of 40 hours or earning full
piecework prices.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that in lieu of the additional amounts prescribed in Note (a) to Parts I. and II. of the piecework schedule in Clause 14 there shall be substituted the following amounts for males and females respectively:—(a) 48s. 6d. and 25s. 3d. in Part I., and (b) 49s. 9d. and 25s. 3d. in Part II.

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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 22 of the 11th January, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
			<i>s. d.</i>				
1st year	..	..	33 0				
2nd year	..	..	38 0				
3rd year	..	..	45 6				
4th year	..	..	54 0				
5th year	..	..	67 0				
PROPORTION (WITHIN ANY PLACE). One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.				Wages.			
				Within the Metropolitan District.		All Other Parts of Victoria.	
				Per Hour.	Per Week.	Per Hour.	Per Week.
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
				3 10 ¹⁹ / ₂₀	156 6	3 10 ¹ / ₂₀	153 6
				3 6 ³ / ₁₀	141 0	3 5 ¹ / ₂	138 0
				THROUGHOUT THE STATE.			
				Per Hour.		Per Week.	
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
				4 3	170 0	4 3	170 0
(a) In or about a cemetery.				Operator in charge ..		156 6	
				Other operator ..		156 6	
				All others ..		141 0	
(b) In or about a crematorium.				Operator in charge ..		170 0	
				Other operator ..		156 6	
				All others ..		141 0	

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed for an Operator in Charge whilst he is so required to act.

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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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SOFTGOODS—WHOLESALE—BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 546 of the 20th May, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.							Other Employees.	
Wages per Week of 40 Hours.							Wages per Week of 40 Hours.	
Experience.	Commencing Age.							
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	
1st year ..	40 0	40 0	53 6	60 0	80 0	116 9	Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department ..	172 0
2nd " ..	53 6	60 0	66 9	90 0	116 9	..	Salesmen and all employees assisting in sales ..	161 0
3rd " ..	64 6	75 9	97 9	116 9	..	..
4th " ..	77 9	100 0	116 9	..	..	..
5th " ..	94 6	116 9	..	..	..	..
6th " ..	116 9	..	..	..	..	..
<i>Females.</i>							<i>Females.</i>	
1st year ..	30 0	30 0	40 0	45 0	60 0	87 6	Females employed in Millinery, Mantles, Corsets, Under-clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
2nd " ..	40 0	45 0	50 0	67 6	87 6	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department ..	129 0
3rd " ..	48 6	56 9	73 6	87 6	..	..	Other saleswomen ..	120 9
4th " ..	58 6	75 0	87 6	..	..	..	Females employed in any other Departments—	
5th " ..	71 0	87 6	..	..	..	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department ..	172 0
6th " ..	87 6	..	..	..	..	..	Other saleswomen ..	161 0

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

One improver to each worker receiving not less than the minimum wage.

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

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

No. 378.—4032/49.—PRICE 2d.

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VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 379]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 18 of the 7th January, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	74 2	1 6	75 8	Carcass skimmers ..	178 6	4 0	182 6
16 years of age and under 17 years of age ..	80 1	1 8	81 9	All others ..	172 6	4 0	176 6
17 years of age and under 19 years of age ..	103 7	2 1	105 8	Afternoon shift employees shall receive an additional 10 per cent. per week.			
19 years of age and under 20 years of age ..	119 0	2 5	121 5	Night shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age ..	133 1	2 9	135 10	Leading hands on afternoon or night shift shall receive an additional 1s. per shift.			
PROPORTION (by any Employer).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 176s. 6d. per week.							
An indenture of apprenticeship has been proscribed by the Board.							
<i>Improvers.</i>							
One improver to every four workers receiving not less than 176s. 6d. per week.							

* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates proscribed by this Determination.

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

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

No. 379.—4078/49.—PRICE 3D.



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No. 380]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

BISCUIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 509 of the 13th May, 1948, shall be replaced by the following clause:—

Apprentices or Improvers.			Other Employees.	
WAGES PER WEEK OF 40 HOURS.			WAGES.	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.		Per week of 40 hours. s. d.
Under 16 years of age	s. d.	s. d.	Bakers (including Wafer Bakers and Branette Bakers)	159 0
16 years of age	46 9	58 6	Brakesman	155 0
17 "	50 3	58 6	Machine Attendant	152 0
18 "	69 3	64 6	Men carrying and stacking flour	159 0
19 "	79 0	75 3	Mixers (including Wafer Mixers and Sugar Cream Mixers)	158 0
20 "	93 6	82 3	Oven firemen	158 0
	105 6	89 3	Adult males operating "Enroba" chocolate dipping machine	150 0
Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.			Despatch hands	150 0
			All other males	142 0
			All other females	110 0

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 142s. per week of 40 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 110s. per week of 40 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 142s. per week of 40 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 110s. per week of 40 hours.

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

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

No. 380.—4081/49.—PRICE 3d.



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No. 381]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

CEMENT ARTICLES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 2nd February, 1948, shall be replaced by the following clause:—

2.							
(a) APPRENTICES AND IMPROVERS.				(b) OTHER EMPLOYEES.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	37 0	0 9	37 9	<i>Group No. 1.</i>			
" 17 " " ..	49 6	1 0	50 6	Moulders on centrifugal or vibrator			
" 18 " " ..	61 9	1 6	63 3	pipe machines	149 0	3 0	152 0
" 19 " " ..	77 6	1 9	79 3	<i>Group No. 2.</i>			
" 20 " " ..	89 6	2 0	91 6	Man operating a machine mixing cement			
" 21 " " ..	103 6	2 3	105 9	or concrete	145 0	3 0	148 0
				Other moulders of cement or concrete			
				articles, including operator of any	145 0	3 0	148 0
				machines not elsewhere included ..	145 0	3 0	148 0
				Repairers or renderers of cement or	145 0	3 0	148 0
				concrete articles	145 0	3 0	148 0
				Operator of machine making concrete	145 0	3 0	148 0
				or cinder-concrete blocks or bricks	145 0	3 0	148 0
				Crusher feeder or attendant where	145 0	3 0	148 0
				bricks are crushed	145 0	3 0	148 0
				<i>Group No. 3.</i>			
				Tile or ridge makers and the takers off			
				of same	142 0	3 0	145 0
				Other mixers of cement or concrete ..	142 0	3 0	145 0
				Mould assemblers	142 0	3 0	145 0
				Operator of cement sprayer ..	142 0	3 0	145 0
				Other crusher feeder or attendant or			
				mill feeder or attendant or crusher			
				screen attendant, other than persons	142 0	3 0	145 0
				engaged in crushing spalls ..	142 0	3 0	145 0
				Strippers	142 0	3 0	145 0
				Pipe tester (i.e., person operating a	142 0	3 0	145 0
				pump or pressure apparatus) ..	142 0	3 0	145 0
				Employee carrying away from any			
				concrete or cinder-concrete block or	142 0	3 0	145 0
				brick-making machine	142 0	3 0	145 0
				Where the load carried per man is of a			
				greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete	142 0	3 0	145 0
				articles (in and out of tanks) ..	142 0	3 0	145 0
				(b) Loaders, unloaders, or stackers			
				(by hand) of cement or concrete	142 0	3 0	145 0
				articles	142 0	3 0	145 0
				Truckers or stackers of concrete or	142 0	3 0	145 0
				cinder-concrete blocks or bricks ..	142 0	3 0	145 0
				Persons fabricating or preparing rein-			
				forcements for portable concrete	142 0	3 0	145 0
				products	142 0	3 0	145 0
				<i>Group No. 4.</i>			
				All others	137 0	3 0	140 0

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 140s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers
Four improvers to five or six workers
Five improvers to seven workers
Six improvers to eight workers, and thereafter one improver to every two workers ..

Receiving not less than 140s. per week of 40 hours.

All Other Sections.

One improver to every three or fraction of three workers receiving not less than 140s. per week of 40 hours.

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

NOTE.—"Renderer" means a skilled employee facing concrete articles with float and trowel. Clauses, other than clause 2, of the said Determination shall remain in force.

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

No. 381.—4088/49.—PRICE 3D.



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No. 382]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
3rd day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

CYCLE TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 39 of the 20th January, 1949, shall be replaced by the following clause:—

2.

(a) *Apprentices.				(b) *Improvers.				(c) Other Employees.			
Weekly Wages.				Weekly Wages.				Weekly Wages.			
s. d.				s. d.				s. d.			
1st year	..	..	32 0	1st year	..	..	31 3	Foremen, where over five adults are employed	..	..	182 6
2nd "	..	..	40 0	2nd "	..	..	38 3	Foremen, where five adults or fewer are employed	..	..	178 9
3rd "	..	..	63 6	3rd "	..	..	61 6	Lathe hands	..	..	177 0
4th "	..	..	93 3	4th "	..	..	90 0	Builders and repairers of motor cycle frames and frames other than cycle frames	..	..	163 3
5th "	..	..	123 3	5th "	..	..	120 0	Builders or repairers or brazers of cycle frames	..	..	162 0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.				And thereafter four-fifths of the journeyman's rate.				Other repairers of motor cycles (except lathe hands)			
PROPORTION (IN ANY PLACE).				Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.				..			
One apprentice to every three or fraction of three persons receiving not less than 150s. per week.				PROPORTION (IN ANY PLACE).				..			
				One improver to one person receiving not less than 150s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.				..			
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No. 383]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this

3rd day of May, 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.
1st year ..	s. d. 27 9	s. d. 27 9	s. d. 31 3	s. d. 39 3	s. d. 47 0	s. d. 54 6	1st year ..	s. d. 24 0	s. d. 27 0	s. d. 31 3	s. d. 39 3	s. d. 46 9
2nd " ..	31 3	32 9	40 6	50 3	58 6	..	2nd " ..	28 3	32 9	41 0	48 6	..
3rd " ..	39 3	42 9	53 6	62 6	..	..	3rd " ..	35 3	42 9	51 0	..	..
4th " ..	51 0	57 9	69 0	..	..	..	4th " ..	44 3	52 9	..	..	..
5th " ..	66 6	74 9	..	..	..	..	5th year and until 21 years of age ..	54 6	..	..	..	..
6th year and until 21 years of age ..	85 6	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 118s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 65s. 9d. 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.				
		<i>(a) Males.</i>				
						Per week of 44 hours.
						s. d.
Operator responsible for mixing	128 0
Employees engaged on soldering connexions and terminals	124 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery)	124 0
Operator of power-driven machines	122 0
Hand stamper	121 0
All others	118 0
		<i>(b) Females.</i>				
Employees engaged on soldering connexions and terminals	70 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery)	70 3
Operator of power-driven machines	68 6
Hand wrapper	68 6
All others	65 9

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

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No. 384]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 12 of the 19th January, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.				JUVENILE WORKERS.			
Wages per Week.				Wages per Week.			
		Shift Workers.	All Others.			Males.	Females.
		s. d.	s. d.			s. d.	s. d.
Under 16 years	.. ..	..	69 0	Under 16 years	.. ..	57 9	55 9
16-17 years	.. ..	..	80 0	16-17 years	.. ..	65 0	60 9
17-18 years	.. ..	..	91 6	17-18 years	.. ..	80 0	68 9
18-19 years	.. ..	120 3	103 9	18-19 years	.. ..	88 9	81 3
19-20 years	.. ..	132 0	116 0	19-20 years	.. ..	104 0	87 6
20-21 years	.. ..	139 0	124 3	20-21 years	.. ..	119 0	97 3

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 148s. per week.

One improver to every eight or fraction of eight workers receiving not less than 148s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 114s. 6d. per week.

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

No. 384.—5996/49.—PRICE 3D.

Published in lieu of *Gazette* No. 384 dated 16th March, 1949.

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	s. d.	s. d.
Milk or cream grader or tester	177 0	166 0
Neutralizer	174 0	163 0
Foreman of shift or department	174 0	163 0
Operator of any of the following machines :—		
Milk drier (roller system)	167 0	156 0
Milk drier (spray system)	168 0	157 0
Assistant to milk drier (spray system)	167 0	156 0
Sugar boiler	162 0	151 0
Vacuum pan—condensery	169 0	158 0
Vacuum pan-dried milk	168 0	157 0
Vacuum pan-milk sugar	168 0	157 0
Evaporator	167 0	156 0
Homogenizer or visiolizer	165 6	154 6
Cream retort	163 0	152 0
Powder sifter	161 0	150 0
Tubular heater or ejector	162 0	151 0
Separator	160 0	149 0
Pasteurizer	160 0	149 0
Weighing machine (milk receiving)	167 0	156 0
Wire-hoopers, storeman, stackers or packers	161 0	150 0
Washers of vacuum pan, vacuum holding vats, or evaporator	162 0	151 0
Male adult washing or sterilizing cans or bottles	161 0	150 0
Operator of a fork lift truck	162 0	151 0
All other male adults not covered by a Determination of any other Wages Board	159 0	148 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	114 6
Females operating dried milk automatic filler .. .. .	..	114 6
All other females .. .. .	..	114 6

Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

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



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MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 163 of the 25th February, 1949, shall be replaced by the following clauses:—

2.	Wages per week of 40 hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	s. d.	s. d.
Bedstead smith	150 0	147 0
Chill fitter called on to design and model	165 0	162 0
Other chill fitter	150 0	147 0
Machinist	147 0	144 0
Plater in charge	162 0	159 0
Plater's assistant	148 0	145 0
Polisher and grinder	149 0	146 0
Chipper and caster	146 0	143 0
Bedstead fitter and mounter	150 0	147 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	149 0	146 0
Japanner and lacquerer	147 0	144 0
Other employees with not less than three months' experience in the industry	134 0	131 0
All others	128 0	125 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

4.

JUNIOR MALE AND FEMALE LABOUR.

The following scale of wages shall apply to unapprenticed male junior labour and to female labour:—

	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Constant).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
<i>(a) Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		41 0	0 9	2 6	44 3
17 and under 18 years of age		72 6	1 0	4 6	78 0
18 and under 19 years of age		90 3	2 0	6 0	98 3
19 and under 21 years of age		108 9	2 6	7 0	118 3
<i>(b) Adult Females.</i>					
If of less than 12 months' experience.	65		3 0	6 0	86 6
Of 12 months' experience or more	75		3 0	7 0	99 0
<i>(c) Junior Females.</i>					
17 years of age and under	40		1 0	3 6	52 0
18 years of age	47½		1 3	4 0	62 0
19 years of age	55		1 6	4 6	71 6
20 years of age	62½		2 0	5 0	81 6

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of male juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 24 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. The wages of females shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Clauses, other than clauses 2 to 4 inclusive, of the said Determination shall remain in force.



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No. 386]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CHAFF-CUTTERS BOARD.

Clauses 2 and 14 of the Determination published in *Government Gazette* No. 299 of the 7th April, 1949, shall be replaced by the following clauses:—

2.

Apprentices or Improvers.						Other Employees.					
Wages per week of 40 hours.						Wages per week of 40 hours.					
<i>Apprentices.</i>						CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.					
				<i>s.</i>	<i>d.</i>				<i>s.</i>	<i>d.</i>	
1st year	..	..	..	..	73	9	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	152	0		
2nd "	..	..	..	..	79	0	Drivers of Motor trucks—				
3rd "	..	..	..	..	94	3	(a) having a carrying capacity of 25 cwt. or less	147	6		
4th "	..	..	..	..	104	3	(b) having a carrying capacity over 25 cwt. but not over 3 tons	153	6		
5th "	..	..	..	..	119	3	(c) over 3 tons but under 6 tons	158	0		
<i>Improvers.</i>						Further tonnage—for each complete ton over 5, an extra 1/- per week.					
Under 17 years of age	..	..	..	..	73	9	Carter driving one horse	144	0		
17 years of age	..	..	..	..	79	0	" " two horses	150	0		
18 "	..	..	..	..	94	3	" " three horses	152	6		
19 "	..	..	..	..	104	3	And 2s. 6d. extra per week for every additional horse.				
and thereafter the rate for "Other Employees"						Chaff-cutter feeders—					
PROPORTION (IN ANY PLACE).						(a) in stationary mills					
<i>Apprentices.</i>						.. .. .				
One apprentice to every three or fraction of three workers receiving not less than 140s. per week of 40 hours.						(b) on travelling plants					
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.						.. .. .				
<i>Improvers.</i>						Stablemen					
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 147s. per week of 40 hours.						.. .. .				
						All others—					
						(a) in stationary mills					
										
						(b) on travelling plants					
										
						CORN-CLEANING OR CORN-GRADING.					
						Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)					
						152					
						All others					
										

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (includ- ing feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	s. d. 3 10	s. d. 3 2½	s. d. 2 7½	s. d. 2 5½	s. d. ..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	4 11½	4 0½	3 6½	3 0½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 2½	3 6½	..	..	3 6½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 11½	4 0½	..	..	3 6½

- (b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press s. d.
 Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 2 9 per ton.
 (ii) Where more than four persons are employed .. 3 2½ per ton.
 .. 2 9 per ton.

Clauses, other than clauses 2 and 14, 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 May, 1949.

Dated at Melbourne, this
3rd day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 101 of the 25th February, 1948, shall be replaced by the following clause:—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age	2 7 0	2 7 6
16 years of age	2 14 3	2 13 6
16½ years of age	2 19 0	2 18 3
17 years of age	3 5 0	3 5 0
17½ years of age	3 11 0	3 11 0
18 years of age	3 17 9	3 16 6
18½ years of age	4 7 0	4 2 6
19 years of age	4 13 9	4 7 9
19½ years of age	5 7 3	4 10 6
20 years of age	5 14 0	4 13 9
20½ years of age	6 7 3	4 17 3

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)

	Wages Per Week.
	£ s. d.
<i>Males.</i>	
First rope layer on heavy type 12 strand machine	8 1 0
Rope layer on heavy type 9 strand machine	7 16 0
Foreman in charge of spinning and preparing departments	7 17 0
Other rope layers in walk with travellers	7 12 0
Rope splicer on driving ropes and springs	7 11 0
Storeman in charge	7 9 0
Packer working press (hand or power) pressing over 28 lb. in weight	7 7 0
Rope house machinist making 2 inch up to and including 4 inch	7 7 0
Rope house machinist making over 4-inch	7 10 0
Power reeler or finisher in connexion with heavy type 12 strand machine	7 7 0
Feeder or first spreader	7 5 0
Traveller driver on heavy type 12 strand machine	7 5 0
Damp mixer or batcher	7 4 0
Feeder of softeners or batchers	7 4 0
Rope and binder twine packer	7 4 0
Winder and warper in tarring department	7 5 0
Winding oiling and tarring yarn	7 5 0
Oiler and/or belt repairer	7 5 0
Maker of rope fenders	7 5 0
Maker of pig nets	7 4 0
Maker of camouflage nets	7 2 0
Power reeler or finisher in walk	7 4 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	7 2 0
Layer of lines or cords in walk	7 8 0
Twister or layer of yarn in walk	7 4 0
Opening Manila hemp	7 2 0
Scuteher	7 2 0
Lumping, loading or unloading hemp, flax or twine in store or factory	7 2 0
Feeder of tow breaker card	7 2 0
Lumping hemp flax or binder twine on wharf	7 5 0
Tacking and balling shop twine	7 4 0
Mat finisher	7 4 0
Maker of fishing lines	7 4 0
Hand reelers	7 2 0
Matting weavers	7 4 0
Drivers of motor waggons with capacity not exceeding 25 cwt.	7 9 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons	7 14 0
Drivers of motor waggons with capacity exceeding 3 tons	7 17 0
Employees pinning hackles, gills and card staves	7 2 0
Dye house and flax boiling department operatives	7 2 0
All other machine operators or employees feeding or taking from machines	7 2 0
All others	6 19 0
<i>Females.</i>	
Balling binder twine	5 8 9
Balling lashing	5 8 9
Bagging binder twine	5 7 9
Feeding breaker card with clock	5 8 9
Feeding spreaders	5 7 9
Feeding finisher cards (hemp)	5 7 9
Spinning	5 13 9
Wet spinning	5 14 9
Ring frame operative	5 8 9
All other machine operators or employees feeding or taking from machines	5 7 9
All others	5 4 9

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



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MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
3rd day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

CORK TRADE BOARD.

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 563 of the 21st May, 1948, shall be replaced by the following clauses:—

2. (a)

WAGES.

		Per Week.
		£ s. d.
<i>Adult Males.</i>		
Cork Cutting:—		
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—		
First six months	.. .. .	7 4 6
Thereafter	.. .. .	7 14 6
Feeders and/or operators of machines i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing		
All others	.. .. .	7 2 6
All others	.. .. .	6 19 6
Cork Board:—		
Oven hand in charge (curing)		
All others	.. .. .	7 14 6
All others	.. .. .	6 19 6
Compressed Cork:—		
Oven hand in charge (curing)		
Splitting with band knife and/or mixing granules with adhesive by machinery	.. .. .	7 14 6
All others	.. .. .	7 7 6
All others	.. .. .	7 2 6
Fishing Requisites:—		
Rounding and/or drawing off—		
First six months	.. .. .	7 4 6
Thereafter	.. .. .	7 14 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks		
All others	.. .. .	7 2 6
All others	.. .. .	6 19 6
<i>Adult Females.</i>		
Under three months' experience		
All others	.. .. .	4 4 0
All others	.. .. .	4 16 6

(b)

APPRENTICES OR IMPROVERS.

Males.				Per Week.	Females.				Per Week.
				£ s. d.					£ s. d.
Under 16 years of age	..	..	..	1 11 6	17 years of age and under	..	..	..	2 11 0
16 years of age	..	..	..	2 4 6	18 years of age	..	..	..	3 0 6
17 years of age	..	..	..	3 0 6	19 years of age	..	..	..	3 10 0
18 years of age	..	..	..	3 16 0	20 years of age	..	..	..	4 0 0
19 years of age	..	..	..	4 15 6					
20 years of age	..	..	..	5 14 6					

PROPORTION (in any place).

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

Clauses, other than clauses 2 (a) and 2 (b), of the said Determination shall remain in force.



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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 May, 1949.

Dated at Melbourne, this
3rd day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 69 of the 7th February, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
Apprentices.				Improvers.
	Commencing Age.			
	Under 16 Years.	16 or 17 Years.	Over 17 Years.	
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	32 0	42 9	53 6	37 0
2nd " " ..	48 3	59 0	75 3	55 6
3rd " " ..	64 3	80 6	101 9	70 9
4th " " ..	85 9	107 3	138 0	94 6
5th " " ..	107 3	138 0	..	112 6
6th " " ..	138 0	..	..	144 6

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than 173s. per week.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.

Other Employees.

	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
Under 16 years of age	32	0	Die Sinker, by hand and/or by machine	190	0
16 years of age	40	9	Badge Toolmaker	168	0
17 years of age	51	6	Steel Stamp Cutter	178	0
18 years of age	69	9	Engravers by hand	173	0
19 years of age	85	9	Engravers, copper plate	173	0
20 years of age	107	3	Pantagraph Operator (other than die sinking or steel stamp cutting)	162	0
			Stencil Plate Cutter	152	0
			Drop Hammer Stamper who sets dies and makes force	149	0
			Press Operator	147	0
			Other Employees with not less than three months' experience in the Industry	133	0
			All Others	127	0

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 May, 1949.

Dated at Melbourne, this
3rd day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., of the Determination published in *Government Gazette* No. 906 of the 26th August, 1948, shall be replaced by the following clauses:—

PART I.

B. This Part applies to persons employed wholly inside the employer's factory or workroom:—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) architectural modelling;
- (c) preparing material for or making acoustic tiles moulded into slab form, and having an earth base;
- (d) manufacturing gypsum plaster board; or,
- (e) assisting at any of the operations mentioned in (a), (b), (c), or (d) hereof.

1.

WAGES.

* Apprentices.					Improvers.				
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.				
—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	34 9	0 11	0 9	36 5	Under 17 years of age	34 9	0 11	0 9	36 5
2nd " "	52 0	1 4	1 3	54 7	17 years of age	52 0	1 4	1 3	54 7
3rd " "	68 6	1 9	1 6	71 9	18 " "	68 6	1 9	1 6	71 9
4th " "	87 6	2 4	1 9	91 7	19 " "	87 6	2 4	1 9	91 7
5th " "	104 0	2 9	2 3	109 0	20 " "	104 0	2 9	2 3	109 0

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 140s. 11d. per week.

PROPORTION (by any employer).

- (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—
One improver to every three workers receiving not less than 184s. 5d. per week.
- (ii) Any other class of work—
One improver to every six workers receiving not less than 184s. 5d. per week.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

*(a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

No. 390.—4243/49.—PRICE 3D.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board	s. d. 173 8	s. d. 4 9	s. d. 6 0	s. d. 184 5
Persons engaged in preparing material for or making acoustic tiles moulded into slab form and having an earth base	s. d. 142 11	s. d. 4 0	s. d. 3 0	s. d. 149 11
All others				

PART II.

C. This Part applies to persons employed :—

- (a) wholly outside the employer's factory or workroom at any work covered by this Determination ; or,
 (b) partly outside, and partly inside the employer's factory or workroom at any work covered by this Determination.

This Part shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.

If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part I, hereof.

Provided that in such case the provisions of clause 6, Allowances, of this Part shall be deemed to be included in Part I, hereof and shall remain in force.

I.

WAGES.

* Apprentices.					Improvers.				
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.				
—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	34 9	0 11	0 9	36 5	Under 17 years of age	34 9	0 11	0 9	36 5
2nd " " "	52 0	1 4	1 3	54 7	17 years of age ..	52 0	1 4	1 3	54 7
3rd " " "	68 6	1 9	1 6	71 9	18 " " "	68 6	1 9	1 6	71 9
4th " " "	87 6	2 4	1 9	91 7	19 " " "	87 6	2 4	1 9	91 7
5th " " "	104 0	2 9	2 3	109 0	20 " " "	104 0	2 9	2 3	109 0

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 194s. 9d. per week.

PROPORTION (by any employer).

(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—
 One improver to every three workers receiving not less than 194s. 9d. per week.

(ii) Any other class of work—
 One improver to every six workers receiving not less than 194s. 9d. per week.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

*(a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board	s. d. 181 3	s. d. 7 6	s. d. 6 0	s. d. 194 9
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				

Clauses, other than clauses 1 of Part I, and 1 of Part II., of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 391]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this
3rd day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

ICE CREAM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 125 of the 12th March, 1948, shall be replaced by the following clause :—

2.

ORDINARY WORKERS.

APPRENTICES AND IMPROVERS.				JUVENILE WORKERS.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
<i>Males.</i>				<i>Males.</i>			
<i>Apprentices.</i>				<i>Ordinary Wage.</i>			
	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.		Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	32 6	1 0	33 6	Under 16 years of age ..	52 0	1 6	53 6
16-17 years of age ..	45 6	1 6	47 0	16-17 years of age ..	62 6	2 0	64 6
17-18 years of age ..	52 6	1 6	54 0	17-18 years of age ..	71 6	2 6	74 0
18-19 years of age ..	68 0	2 0	70 0				
19-20 years of age ..	94 6	3 0	97 6				
20-21 years of age ..	113 0	3 6	116 6				
<i>Improvers.</i>				<i>Females.</i>			
	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.		Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	52 0	1 6	53 6	Under 16 years of age ..	57 0	1 6	58 6
16-17 years of age ..	62 6	2 0	64 6	16-17 years of age ..	66 0	1 6	67 6
17-18 years of age ..	71 6	2 6	74 0	17-18 years of age ..	68 6	2 0	70 6
18-19 years of age ..	88 0	3 0	91 0	18-19 years of age ..	78 0	2 0	80 0
19-20 years of age ..	113 0	3 6	116 6	19-20 years of age ..	83 0	2 0	85 0
20-21 years of age ..	131 6	4 6	136 0	20-21 years of age ..	92 6	2 6	95 0

PROPORTION.

One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 150s. per week of 40 hours.

PROPORTION.

Three female juvenile workers to every two female workers receiving 114s. 9d. per week of 40 hours.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.

Males.									
						Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.	
						s. d.	s. d.	s. d.	
Pasteurizer	..	..	..	Machine operator	..	..	155 0	5 0	160 0
Mixer	..	..	..		..	..
Cooling, or	..	..	..		..	..
Freezer	..	..	..		..	..
Assistant to any of the above-mentioned operators	..	..	..	..	..	..	148 0	5 0	153 0
Dixie	..	..	..	Machine operator	..	..	149 6	5 0	154 6
Cup, or	..	..	..		..	..
Chocolate bar	..	..	..		..	..
Persons cutting and wrapping dry ice	..	..	..		..	..	155 0	5 0	160 0
Mould cutter, by machine	..	..	..	..	..	..	149 6	5 0	154 6
Mould cutter, by hand	..	..	..	..	..	..	153 0	5 0	158 0
Can washer, floor hand, or person handling crushed ice	..	..	..	..	..	..	148 0	5 0	153 0
All others	..	..	..	..	..	..	145 0	5 0	150 0
Females.									
All adults	..	..	..	..	..	..	111 9	3 0	114 9

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



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No. 392]

MONDAY, MAY 16.

[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 May, 1949.

Dated at Melbourne, this

29th day of April, 1949.

RAY H. BEERS,

Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 33 of the 11th January, 1949, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) ..	7 17 0	8 3 6	7 14 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	7 10 0	7 16 6	7 7 0
Blacksmith's striker	7 8 0	7 14 6	7 5 0
Blacksmith's striker on double fires and other assistant ..	7 10 0	7 16 6	7 7 0
Boiler (inside) chipper and cleaner	7 14 0	8 0 6	7 11 0
Boilermaker and/or structural steel tradesman	8 17 0	9 3 6	8 14 0
Boilersmith and/or angle iron smith	9 1 6	9 8 0	8 18 6
Cold saw operator	7 10 0	7 16 6	7 7 0
Dogman	7 10 0	7 16 6	7 7 0
Driller using portable machines	8 12 6	8 19 0	8 9 6
Driller using stationary machines	7 9 0	7 15 6	7 6 0
Employee assisting a ship plate bender or plate setter ..	7 10 0	7 16 6	7 7 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 8 0	7 14 6	7 5 0
Friction saw operator	7 8 0	7 14 6	7 5 0
Furnaceman on heavy angle iron or heavy plate	7 16 0	8 2 6	7 13 0
Furnaceman's assistant	7 8 0	7 14 6	7 5 0
Holder-up	7 10 0	7 16 6	7 7 0
Machinist—			
1st class	8 17 0	9 3 6	8 14 0
2nd class	8 2 0	8 8 6	7 19 0
3rd class	7 13 0	7 19 6	7 10 0

WAGES.—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
Machinist, steel construction—	£ s. d.	£ s. d.	£ s. d.
1st class	7 15 0	8 1 6	7 12 0
2nd class	7 9 0	7 15 6	7 6 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	9 3 0	9 9 6	9 0 0
Painter of ironwork using spray	7 9 0	7 15 6	7 6 0
Painter of ironwork (other than ship painter) using brush ..	7 8 0	7 14 6	7 5 0
Plate setter and frame bender	9 0 0	9 6 6	8 17 0
Press and block hand assisting a boiler or angle ironsmith ..	7 10 0	7 16 6	7 7 0
Process worker	7 7 0	7 13 6	7 4 0
Rigger and/or splicer	7 14 0	8 0 6	7 11 0
Rivet heater	7 10 0	7 16 6	7 7 0
Welder—			
1st class (other than when using Cutler machine) ..	9 1 6	9 8 0	8 18 6
1st class (using Cutler machine)	8 4 0	8 10 6	8 1 0
2nd class	7 13 0	7 19 6	7 10 0
3rd class	7 9 0	7 15 6	7 6 0
Welder-tack	7 11 0	7 17 6	7 8 0
Other employees with not less than three months' experience in the metal trades industry	6 14 0	7 0 6	6 11 0
Employee not elsewhere classified	6 8 0	6 14 6	6 5 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	7 10 0	7 16 6	7 7 0
Cement mixer	7 11 0	7 17 6	7 8 0
Cement liner	7 14 0	8 0 6	7 11 0
Cement liner operator	8 2 0	8 8 6	7 19 0
Employee in charge of ring making machines	7 14 0	8 0 6	7 11 0
Employee rounding and straightening steel pipes	7 13 0	7 19 6	7 10 0
Employee on tar dip and sand rolling	7 10 0	7 16 6	7 7 0
Faucet maker in charge of furnace	7 17 0	8 3 6	7 14 0
Faucet maker's assistant	7 10 0	7 16 6	7 7 0
Machine operator (in charge of machines)	7 14 0	8 0 6	7 11 0
Pipe builder	7 14 0	8 0 6	7 11 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 electric 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 5. 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.

Ship Repairing.

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

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

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder—first class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

(c) 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 Indentures.

(d) 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 provisions 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.

(e) The training of apprentices to boilermaking or structural steel work 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.

(f) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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 trade of boilermaker, an employer may with the consent of the Apprenticeship Commission 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 this Determination.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 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 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:

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	25	..	0 9	30 6	32 0	29 6
2nd year	33	1 0	1 0	41 6	43 6	40 6
3rd year	50	1 6	1 6	62 6	65 6	61 0
4th year	83	2 0	2 3	103 0	108 6	100 6
5th year	100 plus 6s.	2 0	3 0	130 0	136 6	127 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	35 6	37 0	34 6
2nd year	50	1 0	1 6	62 0	65 0	60 6
3rd year	83	2 0	2 3	103 0	108 6	100 6
4th year	100 plus 6s.	2 0	3 0	130 0	136 6	127 0

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.

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

Overtime and Shift Work.

(k) No apprentice under the age of eighteen 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.

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

Lost Time.

(m) 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 on 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.

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Junior Males.						
		s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	25	0 6	2 0	32 0	34 0	31 6
16 years of age	35	0 9	3 0	45 6	47 6	44 6
17 years of age	47½	1 0	4 0	61 6	64 6	60 0
18 years of age	60	1 0	5 0	77 6	81 6	75 6
19 years of age	75	2 0	6 0	97 0	102 0	95 0
20 years of age	90	2 0	7 0	116 0	122 0	113 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.

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.

(b) The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he has had such 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.

(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 storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry 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 ¼ 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 employee 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 ;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

Clauses, other than clauses 2 to 4 inclusive, of the said Determination shall remain in force.