VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 375] **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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GOVERNMENT GAZETTE.

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No. 376] 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.

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.

Experience.	Wages per week of 40 hours. Males.	Females.
	s. d.	s. d.
1st year	30 0	34 9
2nd year	40 0	46 3
3rd year	57 6	64 9
4th year	1/2 minimum wage or earnings on piecework	82 6
5th year	2/3 minimum wage or earnings on piecework	
6th year	4/5 minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.	and thereafter the minimum wage or full piecework prices.

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	Male workers receiving not less than 156s. 6d. per week of 40 hours or earning full piecework prices.
Two to three	
Three to five	
Four to nine	
Six to twelve	
Seven to fifteen	
Nine to eighteen	

Females.

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

(*b*) OTHER EMPLOYEES.

	Wages per week of 40 hours.
Males.	
Persons employed at—	s. d.
Paint brush making	162 9
Hair pan work	156 6
Bass pan work	156 6
Hair dressing and mixing	156 6
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
Females.	
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

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.

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

No. 376.—4008/49.—PRICE 3D.

VICTORIA
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No. 377] 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.

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.

	s.	d.
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.

Other Employees.

	Wages.			
	Within the Metropolitan District.		All Other Parts of Victoria.	
	Per Hour.	Per Week.	Per Hour.	Per Week.
(a) In or about a cemetery.	s. d.	s. d.	s. d.	s. d.
Grave diggers ..	3 $10^{19}/_{20}$	156 6	3 $10^{1}/_{20}$	153 6
All others	3 $6^{3}/_{10}$	141 0	3 $5\frac{2}{5}$	138 0

	THROUGHOUT THE STATE.	
	Per Hour.	Per Week.
(b) In or about a crematorium.	s. d.	s. d.
* Operator in charge ..	4 3	170 0
Other operator ..	3 $10^{19}/_{20}$	156 6
All others	3 $6^{3}/_{10}$	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.

No. 377.—4012/49.—PRICE 3D.

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GOVERNMENT GAZETTE.

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No. 378] **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.

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.

Wages per Week of 40 Hours.

Experience.	Commencing Age. Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males.						
1st year ..	40 0	40 0	53 6	60 0	80 0	116 9
2nd „ ..	53 6	60 0	66 9	90 0	116 9	..
3rd „ ..	64 6	75 9	97 9	116 9	..	..
4th „ ..	77 9	100 0	116 9	..	..	..
5th „ ..	94 6	116 9	..	..	..	..
6th „ ..	116 9	..	..	..	..	..
Females.						
1st year ..	30 0	30 0	40 0	45 0	60 0	87 6
2nd „ ..	40 0	45 0	50 0	67 6	87 6	..
3rd „ ..	48 6	56 9	73 6	87 6	..	..
4th „ ..	58 6	75 0	87 6	..	..	..
5th „ ..	71 0	87 6	..	..	..	..
6th „ ..	87 6	..	..	..	..	..

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.

Other Employees.

Wages per Week of 40 Hours.

	s. d.
Males.	
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
Salesmen and all employees assisting in sales ..	161 0
Females.	
Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
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
Other saleswomen..	120 9
Females employed in any other Departments—	
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
Other saleswomen	161 0

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 3d.

[2619]

VICTORIA

GOVERNMENT GAZETTE.

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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.

Wages per Week.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Under 16 years of age ..	74 2	1 6	75 8
16 years of age and under 17 years of age	80 1	1 8	81 9
17 years of age and under 19 years of age	103 7	2 1	105 8
19 years of age and under 20 years of age	119 0	2 5	121 5
20 years of age and under 21 years of age	133 1	2 9	135 10

Proportion (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 176s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 176s. 6d. per week.

Other Employees.

Wages per Week.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Carcass skinners	178 6	4 0	182 6
All others	172 6	4 0	176 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 1s. per shift.

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

[2621]

VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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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.

WAGES PER WEEK OF 40 HOURS.

	Male Apprentices or Improvers.	Female Apprentices or Improvers.
	s. d.	s. d.
Under 16 years of age	46 9	58 6
16 years of age	50 3	58 6
17 "	69 3	64 6
18 "	79 0	75 3
19 "	93 6	82 3
20 "	105 6	89 3

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.

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.

Other Employees.

WAGES.

	Per week of 40 hours. s. d.
Bakers (including Wafer Bakers and Branette Bakers)	159 0
Brakesman	155 0
Machine Attendant	152 0
Men carrying and stacking flour	159 0
Mixers (including Wafer Mixers and Sugar Cream Mixers)	158 0
Oven firemen	158 0
Adult males operating "Enroba" chocolate dipping machine	150 0
Despatch hands	150 0
All other males	142 0
All other females	110 0

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.

VICTORIA

GOVERNMENT GAZETTE.

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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.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Under 16 years of age ..	37 0	0 9	37 9
" 17 " " ..	49 6	1 0	50 6
" 18 " " ..	61 9	1 6	63 3
" 19 " " ..	77 6	1 9	79 3
" 20 " " ..	89 6	2 0	91 6
" 21 " " ..	103 6	2 3	105 9

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

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.

(b) OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Group No. 1.			
Moulders on centrifugal or vibrator pipe machines	149 0	3 0	152 0
Group No. 2.			
Man operating a machine mixing cement or concrete	145 0	3 0	148 0
Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	145 0	3 0	148 0
Repairers or renderers of cement or concrete articles	145 0	3 0	148 0
Operator of machine making concrete or cinder-concrete blocks or bricks	145 0	3 0	148 0
Crusher feeder or attendant where bricks are crushed	145 0	3 0	148 0
Group No. 3.			
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 engaged in crushing spalls ..	142 0	3 0	145 0
Strippers	142 0	3 0	145 0
Pipe tester (i.e., person operating a pump or pressure apparatus) ..	142 0	3 0	145 0
Employee carrying away from any concrete or cinder-concrete block or 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 articles (in and out of tanks) ..	142 0	3 0	145 0
(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles	142 0	3 0	145 0
Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	142 0	3 0	145 0
Persons fabricating or preparing reinforcements for portable concrete products	142 0	3 0	145 0
Group No. 4.			
All others	137 0	3 0	140 0

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.

VICTORIA
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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.

	Weekly Wages. s.	d.
1st year	32	0
2nd „	40	0
3rd „	63	6
4th „	93	3
5th „	123	3

And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.

PROPORTION (IN ANY PLACE).

One apprentice to every three or fraction of three persons receiving not less than 150s. per week.

(b) *Improvers.

	Weekly Wages. s.	d.
1st year	31	3
2nd „	38	3
3rd „	61	6
4th „	90	0
5th „	120	0

And thereafter four-fifths of the journeyman's rate.

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.

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.

(c) Other Employees.

	Weekly Wages Day Shift. s.	d.
Foremen, where over five adults are employed ..	182	6
Foremen, where five adults or fewer are employed	178	9
Lathe hands	177	0
Builders and repairers of motor cycle frames and frames other than cycle frames	163	3
Builders or repairers or brazers of cycle frames..	162	0
Other repairers of motor cycles (except lathe hands)	163	3
Other repairers (except lathe hands) ..	162	0
Assemblers of motor cycles	162	0
Other assemblers	154	6
Filers on motor and other cycles	154	6
Wheel-builders on motor and other cycles ..	154	6
Foremen in rim-making	166	6
All others employed in rim-making	154	6
Persons cleaning off joints by sand-blasting or by shot-blasting	154	6
Handle-bar benders—		
By the mandrel method	150	0
By any other method	154	6
Persons not provided for otherwise	144	0

* Except those covered by the Apprenticeship Act.

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

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

No. 382.—4235/49.—PRICE 3D.

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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.

Experience.	Commencing Age. 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.
1st year ..	27 9	27 9	31 3	39 3	47 0	54 6
2nd " ..	31 3	32 9	40 6	50 3	58 6	..
3rd " ..	39 3	42 9	53 6	62 6	..	..
4th " ..	51 0	57 9	69 0	..	..	..
5th " ..	66 6	74 9	..	..	..	..
6th year and until 21 years of age ..	85 6	..	..	..	..	..

Females.

Experience.	Commencing Age. 16 years and under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d
1st year	24 0	27 0	31 3	39 3	46 9
2nd "	28 3	32 9	41 0	48 6	..
3rd "	35 3	42 9	51 0	..	..
4th "	44 3	52 9	..	..	..
5th year and until 21 years of age ..	54 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.

	Per week of 44 hours. s. d.
(a) Males.	
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
(b) Females.	
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.

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

No. 383.—4236/49.—PRICE 3D.

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GOVERNMENT GAZETTE.

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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.

—	Wages per Week. Shift Workers.	Wages per Week. All Others.
	s. d.	s. d.
Under 16 years	..	69 0
16–17 years	..	80 0
17–18 years	..	91 6
18–19 years	120 3	103 9
19–20 years	132 0	116 0
20–21 years	139 0	124 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.

JUVENILE WORKERS.

	Wages per Week. Males.	Wages per Week. Females.
	s. d.	s. d.
Under 16 years	57 9	55 9
16–17 years	65 0	60 9
17–18 years	80 0	68 9
18–19 years	88 9	81 3
19–20 years	104 0	87 6
20–21 years	119 0	97 3

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.

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

VICTORIA

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No. 385] 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.

No. 385.—5996/49.—PRICE 3D.

Published in lieu of *Gazette* No. 385 dated 16th March, 1949.

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.
(a) Junior Males.		s. d.	s. d.	s. d.	s. d.
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
(b) Adult Females.					
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
(c) Junior Females.					
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.

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

[2633]

VICTORIA

GOVERNMENT GAZETTE.

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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.

Wages per week of 40 hours.

Apprentices.

	s.	d.
1st year	73	9
2nd "	79	0
3rd "	94	3
4th "	104	3
5th "	119	3

Improvers.

	s.	d.
Under 17 years of age	73	9
17 years of age	79	0
18 " "	94	3
19 " "	104	3

and thereafter the rate for "Other Employees"

PROPORTION (IN ANY 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 6th June, 1923.

Improvers.

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.

Other Employees.

Wages per week of 40 hours.

CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.

	s.	d.
Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	152	0
Drivers of Motor trucks—		
(*a*) having a carrying capacity of 25 cwt. or less	147	6
(*b*) having a carrying capacity over 25 cwt. but not over 3 tons	153	6
(*c*) over 3 tons but under 6 tons	156	0
Further tonnage—for each complete ton over 5, an extra 1/- per week.		
Carter driving one horse	144	0
" " two horses	150	0
" " three horses	152	6
And 2s. 6d. extra per week for every additional horse.		
Chaff-cutter feeders—		
(*a*) in stationary mills	149	6
(*b*) on travelling plants	155	6
Stablemen	140	0
All others—		
(*a*) in stationary mills	147	0
(*b*) on travelling plants	153	0

CORN-CLEANING OR CORN-GRADING.

	s.	d.
Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	152	0
All others	147	0

No. 386.—4089/49.—PRICE 3D.

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 (including 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
	s. d.	s. d.	s. d.	s. d.	s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	3 10	3 2½	2 7¾	2 5½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	4 11¼	4 0¼	3 6¾	3 0¼	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 2½	3 6¾	..	..	3 6¾
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 11¼	4 0¼	..	..	3 6¾

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

Clauses, other than clauses 2 and 14, of the said Determination shall remain in force.

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

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No. 387] 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.

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.

No. 387.—4233/49.—PRICE 3D.

(b)

OTHER EMPLOYEES.

—	Wages Per Week. £	s.	d.
Males.			
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 Manilla hemp	7	2	0
Scutcher	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
Females.			
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.

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

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No. 388] **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.
Adult Males.	
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	7 2 6
All others	6 19 6
Cork Board:—	
Oven hand in charge (curing)	7 14 6
All others	6 19 6
Compressed Cork:—	
Oven hand in charge (curing)	7 14 6
Splitting with band knife and/or mixing granules with adhesive by machinery	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	7 2 6
All others	6 19 6
Adult Females.	
Under three months' experience	4 4 0
All others	4 16 6

No. 388.—4234/49.—PRICE 3p.

(*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.

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

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No. 389] **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.

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. Commencing Age. Under 16 Years.	16 or 17 Years.	Over 17 Years.	Improvers.
	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.	s.	d.
Under 16 years of age	32	0
16 years of age	40	9
17 years of age	51	6
18 years of age	69	9
19 years of age	85	9
20 years of age	107	3

Other Employees.	s.	d.
Die Sinker, by hand and/or by machine	190	0
Badge Toolmaker	168	0
Steel Stamp Cutter	178	0
Engravers by hand	173	0
Engravers, copper plate	173	0
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.

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

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No. 390] 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.

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.**

WAGES PER WEEK OF 40 HOURS.

—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
1st year's experience	34 9	0 11	0 9	36 5
2nd " " ..	52 0	1 4	1 3	54 7
3rd " " ..	68 6	1 9	1 6	71 9
4th " " ..	87 6	2 4	1 9	91 7
5th " " ..	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 149s. 11d. per week.

Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Under 17 years of age	34 9	0 11	0 9	36 5
17 years of age ..	52 0	1 4	1 3	54 7
18 " " ..	68 6	1 9	1 6	71 9
19 " " ..	87 6	2 4	1 9	91 7
20 " " ..	104 0	2 9	2 3	109 0

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

Wages per Week of 40 Hours.

—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
1st year's experience	34 9	0 11	0 9	36 5
2nd " " ..	52 0	1 4	1 3	54 7
3rd " " ..	68 6	1 9	1 6	71 9
4th " " ..	87 6	2 4	1 9	91 7
5th " " ..	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.

Improvers.

Wages per Week of 40 Hours.

—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Under 17 years of age	34 9	0 11	0 9	36 5
17 years of age ..	52 0	1 4	1 3	54 7
18 " " ..	68 6	1 9	1 6	71 9
19 " " ..	87 6	2 4	1 9	91 7
20 " " ..	104 0	2 9	2 3	109 0

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. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board				
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings	181 3	7 6	6 0	194 9
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.

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

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.

Wages per Week of 40 Hours.

Males.

	Ordinary Wage. s. d.	War Loading. (Not Adjustable.) s. d.	Total Wage. s. d.
Apprentices.			
Under 16 years of age ..	32 6	1 0	33 6
16–17 years of age	45 6	1 6	47 0
17–18 years of age	52 6	1 6	54 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
Improvers.			
Under 16 years of age ..	52 0	1 6	53 6
16–17 years of age	62 6	2 0	64 6
17–18 years of age	71 6	2 6	74 0
18–19 years of age	88 0	3 0	91 0
19–20 years of age	113 0	3 6	116 6
20–21 years of age	131 6	4 6	136 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.

JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.

	Ordinary Wage. s. d.	War Loading. (Not Adjustable.) s. d.	Total Wage. s. d.
Under 16 years of age ..	52 0	1 6	53 6
16–17 years of age	62 6	2 0	64 6
17–18 years of age	71 6	2 6	74 0
Females.			
Under 16 years of age ..	57 0	1 6	58 6
16–17 years of age	66 0	1 6	67 6
17–18 years of age	68 6	2 0	70 6
18–19 years of age	78 0	2 0	80 0
19–20 years of age	83 0	2 0	85 0
20–21 years of age	92 6	2 6	95 0

PROPORTION.

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

No. 391.—4246/49.—PRICE 3D.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.

Males.

	Ordinary Wage. s. d.	War Loading. (Not Adjustable.) s. d.	Total Wage. s. d.
Pasteurizer .. .. .. } Machine operator	155 0	5 0	160 0
Mixer .. .. .. } Machine operator			
Cooling, or .. .. .. } Machine operator			
Freezer .. .. } Machine operator			
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 .. .. } Machine operator			
Chocolate bar .. .. .. } Machine operator			
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.

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

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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.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
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.
		Four and Five-year Terms.				
		s. d.	s. d.	s. d.	s. d.	s. d.
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
		Four-year Terms.—Apprentices commencing after the Age of 17 Years.				
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 ¾ 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.

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

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No. 393] **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.

HOTEL AND RESTAURANT BOARD

Clauses 2, 23 and 37 of the Determination published in *Government Gazette* No. 918 of the 13th September, 1948, shall be replaced by the following clauses:—

HOTELS.

2. APPRENTICES AND IMPROVERS.

—	Wages (see below for Deductions where Board or Lodging is Provided).				—
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		PROPORTION (IN ANY PLACE).
	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.
Improvers employed in the bar—					
18 years of age or under ..	88 6	..	88 6	..	*Apprentices.*
19 years of age	97 0	..	97 0	..	
20 years of age	114 6	..	114 6	..	
Apprentices and all other Improvers—					One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age or under ..	57 6	82 9	49 6	79 0	
17 years of age	68 0	82 9	60 6	79 0	
18 years of age	77 0	82 9	67 6	79 0	*Improvers.*
19 years of age	89 0	82 9	77 6	79 0	
20 years of age	108 0	82 9	96 0	79 0	Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—		Deductions per week.			
Board of three meals on each day	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

HOTELS—*continued.*

OTHER EMPLOYEES.

—	Wages (see below for Deductions where Board or Lodging is Provided). Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura. Males. Per Week of 40 Hours.	Females. Per Week of 40 Hours.	In all other parts of Victoria. Males. Per Week of 40 Hours.	Females. Per Week of 40 Hours.
PART I.	s. d.	s. d.	s. d.	s. d.
Barman	155 0	..	152 0	..
Cellarman	167 0	..	164 0	..
Assistant Cellarman	155 0	..	152 0	..
Barmaids	..	155 0	..	152 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	195 0	144 9	192 0	143 0
Five, six, or seven	185 0	134 9	182 0	133 0
Three or four	167 0	116 9	164 0	115 0
Other first cooks, or cook employed alone	161 0	110 9	158 0	109 0
Second cook where number of persons employed in kitchen is—				
Eight or more	177 6	127 3	174 6	125 6
Five, six, or seven	167 6	117 3	164 6	115 6
Other second cooks	155 0	108 9	152 0	107 0
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	177 6	127 3	174 6	125 6
Five, six, or seven	167 6	117 3	164 6	115 6
Other night or relieving cooks	155 0	104 9	152 0	103 0
Larder cook	158 0	107 9	155 0	106 0
Pastrycook	161 0	110 9	158 0	109 0
Stove, grill, fish, third or breakfast cook	155 0	104 9	152 0	103 0
Vegetable or assistant cook	152 0	101 9	149 0	100 0
Oysterman	145 0	..	142 0	..
Pantryman or kitchenman	145 0	..	142 0	..
Storeman	152 0	..	149 0	..
Head waiter	155 0	..	152 0	..
Other waiters	145 0	..	142 0	..
Night porter	145 0	..	142 0	..
Day porter	145 0	..	142 0	..
Billiard-room attendant	145 0	..	142 0	..
Commissionaire or messenger	145 0	88 9	142 0	87 0
Housekeeper, stewardess, or manageress	..	104 9	..	103 0
Laundress	..	92 9	..	91 0
Head waitress	..	94 9	..	93 0
Other waitresses	..	88 9	..	87 0
Pantrymaid or kitchenmaid	..	88 9	..	87 0
Housemaid	..	88 9	..	87 0
Persons not otherwise provided for	145 0	88 9	142 0	87 0
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	Per week of 20 hours 55 0	..	Per week of 20 hours 54 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

CLUBS.

23. APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours. Males. Ordinary Wage.	War Loading.	Total Wage.	Females. Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	38 0	1 0	39 0	38 0	1 0	39 0
16 years of age	51 6	1 6	53 0	40 6	1 0	41 6
17 ,,	59 6	1 6	61 0	47 0	1 3	48 3
18 ,,	67 0	1 9	68 9	49 6	1 6	51 0
19 ,,	82 0	2 3	84 3	54 0	1 6	55 6
20 ,,	106 0	3 0	109 0	61 0	1 9	62 9

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

—	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	151 0	..	151 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	191 0	142 9	191 0	142 9
Five, six, or seven	181 0	132 9	181 0	132 9
Three or four	163 0	114 9	163 0	114 9
Other first cooks or cook employed alone	157 0	108 9	155 3	108 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	173 6	125 3	173 6	125 3
Five, six, or seven	163 6	115 3	163 6	115 3
Less than five	151 0	102 9	149 6	102 9
Larder cook	154 0	105 9	153 6	105 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	153 0	103 9	152 6	103 9
Third, stove, grill, fish, or breakfast cook	151 0	102 9	149 6	102 9
Vegetable or assistant cook	148 0	99 9	148 0	99 9
Oysterman	141 0	..	140 6	..
Pantryman or kitchenman	141 0	..	139 6	..
Storeman	148 0	..	148 0	..
Head waiter	151 0	..	151 0	..
Other waiters	141 0	..	139 6	..
Night porter	141 0	..	139 6	..
Day porter	141 0	..	139 6	..
Billiard-room attendant	141 0	..	139 6	..
Commissionaire or messenger	141 0	..	139 6	..
Housekeeper, stewardess, or manageress	..	97 9	..	97 9
Laundress	..	87 9	..	87 9
Head waitress or supervisor	..	87 9	..	87 9
Other waitresses	..	83 9	..	83 9
Pantrymaid or kitchenmaid	..	83 9	..	83 9
Counterhand	..	83 9	..	83 9
Housemaid	..	83 9	..	83 9
Linen maid or seamstress	..	88 3	..	88 3
Persons not otherwise provided for	141 0	83 9	139 6	83 9
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	53 3	..	53 3

NOTE.—*War Loading*—For convenience War Loadings as follows:—

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. ,,
Other females	2s. 6d. ,,

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (*b*) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

(i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;

(ii) boards the employee and provides three meals per day where substantial meals are not provided, 9s. 0d. per week less;

(iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 0d. per week less; or

(iv) boards and lodges the employee, 21s. 0d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

37. (*a*) APPRENTICES OR IMPROVERS.

	Wages per week of 40 hours.											
	Males.						Females.					
	Ordinary Wage.		War Loading.		Total Wage.		Ordinary Wage.		War Loading.		Total Wage.	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Under 16 years of age	38	0	1	0	39	0	38	0	1	0	39	0
16 years of age ..	51	6	1	6	53	0	40	6	1	0	41	6
17 ,, ..	59	6	1	6	61	0	47	0	1	3	48	3
18 ,, ..	67	0	1	9	68	9	49	6	1	6	51	0
19 ,, ..	82	0	2	3	84	3	54	0	1	6	55	6
20 ,, ..	106	0	3	0	109	0	61	0	1	9	62	9

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

(*b*) ADULTS.

Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

—	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, or assistant cellarman (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination	..	..	..	..
Barmaids (employed in or in connexion with wine saloons) shall be subject to the conditions provided by Clauses 3 to 22 inclusive in the Hotels Section of this Determination	..	155 0	..	152 0
Deductions from barmaids' rates when the employee is supplied by the employer with board or lodgings as follows—		Deductions	per week.	
Board of three meals on each day	..	13 5	..	12 3
Board of three meals on each day other than on the employee's weekly day off	..	11 6	..	11 6
Lodging	..	4 9	..	4 9

OTHER EMPLOYEES.

—	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	188 0	142 9	188 0	142 9
Five, six, or seven	178 0	132 9	178 0	132 9
Three or four	160 0	114 9	160 0	114 9
Other first cooks or cook employed alone ..	154 0	108 9	152 3	108 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more	170 6	125 3	170 6	125 3
Five, six, or seven	160 6	115 3	160 6	115 3
Other second cooks	148 0	102 9	146 6	102 9
Night or relieving cook	148 0	102 9	146 6	102 9
Larder cook	151 0	105 9	150 6	105 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	150 0	103 9	149 6	103 9
Third, stove, grill, fish, or breakfast cook ..	148 0	102 9	146 6	102 9
Vegetable or assistant cook	145 0	99 9	145 0	99 9
Oysterman	138 0	..	137 6	..
Pantryman or kitchenman	138 0	..	136 6	..
Storeman or storewoman	145 0	87 9	145 0	87 9
Head waiter	148 0	..	148 0	
Other waiters	138 0	..	136 6	..
Night porter	138 0	..	136 6	..
Day porter	138 0	..	136 6	..
Billiard-room attendant	138 0	..	136 6	..
Commissionaire or messenger	138 0	..	136 6	..
Housekeeper or stewardess	..	97 9	..	97 9
Laundress	..	87 9	..	87 9
Head waitress or supervisor	..	87 9	..	87 9
Other waitresses	..	83 9	..	83 9
Pantrymaid or kitchenmaid	..	83 9	..	83 9
Fruit juice, flavour, or soda fountain hand ..	..	86 9	..	86 9
Counterhand (other than a soda fountain hand as defined)	..	83 9	..	83 9
Housemaid	..	83 9	..	83 9
Linen maid or seamstress ..	..	88 3	..	88 3

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS—*continued.*

OTHER EMPLOYEES—*continued.*

—	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Persons not otherwise provided for	138 0	83 9 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	136 6	83 9 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	53 3	..	53 3

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids	1s. 6d. „
Other females	2s. 6d. „

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (*b*) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

(i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
(ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
(iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
(iv) boards and lodges the employee, 21s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses, other than clauses 2, 23 and 37, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 394] 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.

BOOT BOARD.

Clauses 2 to 5, inclusive of the Determination published in *Government Gazette* No. 964 of the 22nd October, 1948, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).

Wages per Week of 40 Hours.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
		Five Years Terms.		
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	22½	..	0 9	1 7 6
2nd six months	..	..	0 9	1 12 0
Second year's experience—				
1st six months	30	1 0	1 0	1 17 9
2nd six months	..	1 0	1 0	2 6 6
Third year's experience— ..				
1st six months	45	1 6	1 6	2 16 6
2nd six months	..	1 6	1 6	3 14 3
Fourth year's experience—				
1st six months	75	2 0	2 3	4 13 6
2nd six months	..	2 0	2 3	5 5 3
Fifth year's experience—				
1st six months	95	2 0	3 0	5 18 0
2nd six months	..	2 0	3 0	6 1 0
Thereafter the adult male minimum wage.				
		Four Years Terms.		
First year's experience—				
1st six months	26	..	0 9	1 11 9
2nd six months	..	..	0 9	2 3 0
Second year's experience—				
1st six months	45	1 6	1 6	2 16 6
2nd six months	..	1 6	1 6	3 14 3
Third year's experience—				
1st six months	75	2 0	2 3	4 13 6
2nd six months	..	2 0	2 3	5 5 3
Fourth year's experience—				
1st six months	95	2 0	3 0	5 18 0
2nd six months	..	2 0	3 0	6 1 0
Thereafter the adult male minimum wage				

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

No. 394.—4232/49.—PRICE 3D.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission)—*continued.*

Three Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	45	1 6	1 6	2 16 6
2nd six months	..	1 6	1 6	3 14 3
Second year's experience—				
1st six months	75	2 0	2 3	4 13 6
2nd six months	..	2 0	2 3	5 5 3
Third year's experience—				
1st six months	95	2 0	3 0	5 18 0
2nd six months	..	2 0	3 0	6 1 0
Thereafter the adult male minimum wage				

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—*Improvers.*

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Under 17 years of age—			
1st six months	1 9 0	0 6	1 9 6
2nd six months	1 12 3	0 6	1 12 9
3rd six months	1 16 6	0 9	1 17 3
4th six months	2 1 6	0 9	2 2 3
5th six months	2 7 3	1 0	2 8 3
6th six months	2 13 6	1 0	2 14 6
7th six months	3 0 0	1 6	3 1 6
8th six months	3 8 3	1 6	3 9 9
And thereafter not less than the minimum wage for adult females			
17 years of age and over— ..			
1st six months	1 16 6	0 9	1 17 3
2nd six months	2 1 6	0 9	2 2 3
3rd six months	2 7 3	1 0	2 8 3
4th six months	2 13 6	1 0	2 14 6
5th six months	3 0 0	1 6	3 1 6
6th six months	3 8 3	1 6	3 9 9
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. MALES.

—	Wages Per Week of 40 Hours.
	s. d.
Pattern Cutting—	
Pattern Cutters or Designers	169 0
Clicking—	
Clicking outsides (other than felt, fabric, sheep's roans or splits)	161 0
Clicking felt, linings, fabrics, sheep's roans, splits—	
By hand	156 0
By machine	152 0
All others	152 0
Stuff cutting—	
Cutting leather outsoles, insoles or half soles	161 0
Ranging by hand	161 0
All others	152 0
Making—	
All operatives except those for whom the rates hereinafter appearing are prescribed	161 0
Operator of bottom levelling machine	152 0
Operator of buzzer machine	152 0
Operator of loose nailing machine	152 0
Bevelling by hand	152 0
Heeling by hand	152 0
Opening channels	152 0
Closing channels	152 0
Feathering	152 0
Turning pumps	152 0
Laying linings and shanking	152 0
Pulling up backs	152 0
Pulling on	152 0
Tingling and trimming (hand or machine)	152 0
Putting on heels and toe plates	152 0
Attaching wood heels by hand	152 0
Putting in stiffeners or toes	148 0
Putting in bottom fillings and shanks	148 0
Slipping off after first month's experience	148 0
Slipping off for first month of experience	142 0
Pulling out tacks	148 0
Stamping and sorting soles	148 0
Solutioning or cementing by hand or machine	148 0
Putting studs or bars on football boots	148 0
Finishing—	
Finishing right through by hand	161 0
Operating heel trimmer	161 0
Operating edge trimmer	161 0
Operating edge setter	161 0
Operating heel scourer	161 0
Operating Naumkeag machine and/or sandpapering machine	155 0
Slipping off after first month's experience	148 0
Slipping off for first month of experience	142 0
All others	152 0

FEMALES.

5. (*a*) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers :—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(*b*) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

—	Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
	s. d.	s. d.	s. d.
(*c*) Females with (i) four years' experience employed on any form of sewing machine	95 9	3 0	98 9
(ii) any other machine	90 6	3 0	93 6
(iii) any other work set out in clause (6) hereof	88 9	2 9	91 6
(*d*) Females with four years' experience not otherwise provided for	88 9	2 9	91 6

(*e*) In addition to the rates prescribed herein any female employee :—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

(*f*) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 87s. 9d. per week and thereafter the rate prescribed for their occupation.

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

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

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GOVERNMENT GAZETTE.

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No. 395] 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.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 57 of the 28th January, 1949, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours. Within a Radius of 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*) *General.*			
Electrician in charge of electrical supply undertaking	10 1 6	10 8 0	9 18 6
Electrical instrument maker and/or repairer (as defined)	9 12 6	9 19 0	9 9 6
Installation inspector and/or tender	9 1 6	9 8 0	8 18 6
Shift electrician	8 17 0	9 3 6	8 14 0
Refrigeration mechanic or serviceman	8 17 0	9 3 6	8 14 0
Electrician in charge of plant and/or installation	8 17 0	9 3 6	8 14 0
Electrical fitter and/or armature winder	8 17 0	9 3 6	8 14 0
Battery fitter	8 17 0	9 3 6	8 14 0
Cable jointer, on high tension (over 6,600 volts)	8 15 6	9 2 0	8 12 6
Cable jointer, on low tension (under 6,600 volts)	8 12 6	8 19 0	8 9 6
Cable jointer's mate	7 8 0	7 14 6	7 5 0
Electrical mechanic	8 17 0	9 3 6	8 14 0
Linesman	8 5 0	8 11 6	8 2 0
Linesman's assistant	7 8 0	7 14 6	7 5 0
Patrolman—			
(*a*) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	8 5 0	8 11 6	8 2 0
(*b*) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	7 10 6	7 17 0	7 7 6
Meter tester (1st grade)	8 4 0	8 10 6	8 1 0
Meter tester (2nd grade)	7 17 0	8 3 6	7 14 0
Meter fixer	7 17 0	8 3 6	7 14 0
Switchboard attendant	8 3 6	8 10 0	8 0 6
Battery attendant	7 9 0	7 15 6	7 6 0
Electrical fitter's and mechanic's assistant	7 8 0	7 14 6	7 5 0
Process worker	7 7 0	7 13 6	7 4 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
(*b*) *Wet Battery Manufacturing.*			
Plante assembler	7 17 0	8 3 6	7 14 0
Battery repairer (factory)	7 14 0	8 0 6	7 11 0
Mixing and pasting by hand	7 12 0	7 18 6	7 9 0
Charging and moulding of grids	7 12 0	7 18 6	7 9 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	7 11 0	7 17 6	7 8 0
Formation process	7 9 0	7 15 6	7 6 0
All others in this subdivision	7 7 0	7 13 6	7 4 0

No. 395.—4237/49.—Price 3d.

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.

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 kilowats), 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 convertor 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	,, ,,

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (*a*) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic
Refrigeration mechanic or serviceman.

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 Secretary for Labour, 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 Secretary for Labour, 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 electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade 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 trade of—

Electrical mechanic,

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—

Electrical fitter,
Electrical 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 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.

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 undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and special 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.	Special 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 Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Four and Five-year Terms.					
	Per Week.	Per Week.	Per Week.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	25	..	0 9	1 10 6	1 12 0	1 9 6
2nd year	33	1 0	1 0	2 1 6	2 3 6	2 0 6
3rd year	50	1 6	1 6	3 2 6	3 5 6	3 1 0
4th year	83	2 0	2 3	5 3 0	5 8 6	5 0 6
5th year	100 plus 6s.	2 0	3 0	6 10 0	6 16 6	6 7 0
Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.						
1st year	29	..	0 9	1 15 6	1 17 0	1 14 6
2nd year	50	1 0	1 6	3 2 0	3 5 0	3 0 6
3rd year	83	2 0	2 3	5 3 0	5 8 6	5 0 6
4th year	100 plus 6s.	2 0	3 0	6 10 0	6 16 6	6 7 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.

(*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 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exceptions 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.	Total Wage Payable— 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.*	£ *s. d.*	£ *s. d.*
			I.—Adult Females.			
Under three months' experience ..	65	3 0	6 0	4 6 6	4 10 6	4 4 6
All others	75	3 0	7 0	4 19 0	5 4 0	4 17 0
			II.—Junior Females.			
17 years of age and under ..	40	1 0	3 6	2 12 0	2 14 6	2 11 0
18 years of age	47½	1 3	4 0	3 2 0	3 5 0	3 0 6
19 years of age	55	1 6	4 6	3 11 6	3 15 0	3 10 0
20 years of age	62½	2 0	5 0	4 1 6	4 5 6	3 19 6
			III.—Junior Males.			
Under 16 years of age	25	0 6	2 0	1 12 0	1 14 0	1 11 6
16 years of age	35	0 9	3 0	2 5 6	2 7 6	2 4 6
17 years of age	47½	1 0	4 0	3 1 6	3 4 6	3 0 0
18 years of age	60	1 0	5 0	3 17 6	4 1 6	3 15 6
19 years of age	75	2 0	6 0	4 17 0	5 2 0	4 15 0
20 years of age	90	2 0	7 0	5 16 0	6 2 0	5 13 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*) 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.

(*c*) Junior employees shall not be employed :—

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.

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

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