



VICTORIA
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No. 459]

MONDAY, MAY 30.

[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
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

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

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrambold and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman	8 5 0	8 2 0
Journeywomen	5 9 9	5 7 6

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

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

In the case of disagreement between the foreman and employee the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(b) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) 3/6 per week extra on above rates.

APPRENTICES—MALES.

5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	37 6	36 6
Second year's experience	43 9	42 9
Third year's experience	62 6	61 0
Fourth year's experience	100 0	97 6
Fifth year's experience	125 0	122 0
Four-year terms—		
First year's experience	37 6	36 6
Second year's experience	62 6	61 0
Third year's experience	100 0	97 6
Fourth year's experience	125 0	122 0

- (c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.
- (d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar maker.
- (e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.
- (f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.
- (g) Until further order any contract of apprenticeship may contain the following provision :—
 If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
- (h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.
- (i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.
- (j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.
- (m) An apprentice shall not work under any system of payment by results.
- (n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	37 6	36 6
16 and under 17 years of age	50 0	48 9
17 and under 18 years of age	62 6	61 0
18 and under 19 years of age	75 0	73 3
19 and under 20 years of age	100 0	97 6
20 and under 21 years of age	125 0	122 0

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

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	s. d. 37 6	s. d. 36 6
16 and under 17 years of age	46 9	45 9
17 and under 18 years of age	53 0	51 9
18 and under 19 years of age	59 3	58 0
19 and under 20 years of age	65 6	64 0
20 and under 21 years of age	81 3	79 3

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 3.

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

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

(c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 3, 5, 6, and 7, of the said Determination shall remain in force.

STATE OF CALIFORNIA
DEPARTMENT OF REVENUE

1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20

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Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses, 2 (A), 2 (B) and 2 (C), of the Determination published in *Government Gazette* No. 257 of the 23rd March, 1949, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	10 9 0	0 0	10 15 0
Slaughterman	9 17 0	0 0	10 5 0
Head and Feet Boners	8 11 6	3 0	8 14 6
Scalders	8 11 6	3 0	8 14 6
Meat Lumpers	8 8 0	3 0	8 11 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	8 4 0	3 0	8 7 0
General labourers	8 1 0	3 0	8 4 0

* THE Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	
	At Yallourn.	All other Parts of Victoria.	
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
<i>Division B.—Retail Shops.</i>			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	8 17 6	9 4 0	8 16 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	8 17 6	9 4 0	8 16 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	9 2 0	9 8 6	9 1 0
<i>Definition</i> :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	8 16 0	9 2 6	8 15 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	8 10 0	8 16 6	8 9 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	8 7 0	8 13 6	8 6 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	8 9 6	8 16 0	8 8 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	7 14 0	8 0 6	7 13 0
All others	7 12 0	7 18 6	7 11 0
<i>Definition</i> :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
<i>Division C.—Small Goods Section.</i>			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	8 17 6	9 4 0	8 16 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	8 17 6	9 4 0	8 16 6
Whilst employed on other work	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	8 15 0	9 1 6	8 14 0
Fillermen	8 5 6	8 12 0	8 4 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	8 9 6	8 16 0	8 8 6
Packing-room hands	7 19 6	8 6 0	7 18 6
Linkers and table hands	7 18 6	8 5 0	7 17 6
All others	7 12 0	7 18 6	7 11 6
<i>Division D.—Carters and Drivers Employed in or in Connection with Abattoirs or Meat Markets.</i>			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	8 3 6	8 11 6	8 0 0
Exceeding 25 cwt. but not exceeding 3 tons capacity	8 8 6	8 16 6	8 5 0
Exceeding 3 tons capacity	8 13 6	9 1 6	8 10 0
Horse Drivers—			
One horse	8 0 6	8 8 6	7 17 0
Two horses	8 3 6	8 11 6	8 0 0
Three horses	8 6 0	8 14 0	8 2 6
Head stableman (if more than one employed)	7 18 0	8 6 0	7 15 6
Other stablemen or grooms	7 13 0	8 1 0	7 9 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
(1) Drivers of motor vehicles—	£ s. d.	£ s. d.	£ s. d.
(i) not exceeding 25 cwt. capacity	7 17 0	8 3 6	7 16 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	8 1 0	8 7 6	8 0 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	8 4 0	8 10 6	8 3 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	7 12 0	7 18 6	7 11 0
(ii) two horses	7 17 0	8 3 6	7 16 0
(iii) three horses	8 0 0	8 6 6	7 19 0
(iv) four horses	8 2 0	8 8 6	8 1 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.
Cleaner of gas producer unit who is not a driver, for each day, or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.		Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.	
Weekly Wage.		Weekly Wage.	
£ s. d.		£ s. d.	
1st year's experience	3 11 6	Under 18 years	4 16 0
2nd year's experience	4 6 6	18 years and under 19 years	5 14 0
3rd year's experience	4 19 0	19 years and under 20 years	6 5 6
4th year's experience	6 11 0	20 years	Minimum Wage
5th year's	Min mum Wage		

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

	Rate.	Loading (Constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	1 18 6	2 0	1 0	2 1 6
Second year	2 11 6	2 0	1 6	2 15 0
Third year	3 15 6	4 0	2 0	4 1 6
Fourth year	4 17 6	5 0	2 6	5 5 0
Fifth year	6 7 0	5 6	3 0	6 15 6
<i>Four-year Term</i>				
First year	2 5 0	2 0	1 0	2 8 0
Second year	3 4 0	3 0	1 6	3 8 6
Third year	4 17 6	5 0	2 6	5 5 0
Fourth year	6 7 0	5 6	3 0	6 15 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

Saving.

(a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

(c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

(d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year : Breaking up hindquarter of beef and hanging same and boning.

During the third year : Cutting down sh. p, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years : Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

(2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year : Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year : Grounding; backing off; sawing down.

During the fourth and fifth years : Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

(e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

(f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

(g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

(a) After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labor.

(b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

	Rate.		Loading (Constant).	War Loading.	Total.
	Per Week.		Per Week.	Per Week.	Per Week.
	£	s. d.	s. d.	s. d.	£ s. d.
First year	2	5 0	2 0	1 0	2 8 0
Second year	2	18 6	2 6	1 0	3 2 0
Third year	3	19 0	4 0	2 0	4 5 0
Fourth year	5	7 6	4 6	2 6	5 14 6
Fifth year	6	9 0	6 0	3 0	6 18 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination, shall remain in force.



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Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2 of the Determination published in *Government Gazette* No. 317 of the 26th April, 1949, shall be replaced by the following clauses:—

PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1.	APPRENTICES OR IMPROVERS. Wages per Week of 40 Hours.					
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	46 6	0 9	47 3	45 0	0 9	45 9
16 years of age	62 6	1 0	63 6	47 6	0 9	48 3
17 years of age	75 0	1 3	76 3	53 0	0 9	53 9
18 years of age	97 0	1 6	98 6	58 0	1 0	59 0
19 years of age	130 0	2 0	132 0	71 0	1 3	72 3
20 years of age	136 6	2 3	138 9	81 0	1 3	82 3

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 17s. per week of 40 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 17s. per week of 40 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 9s. 6d. per week of 40 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 9s. 6d. per week of 40 hours.

OTHER EMPLOYERS.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	173 6	3 0	176 6
Grader who grades for the export trade	179 0	3 0	182 0
Females employed filling cartons with boned meat	94 0	1 6	95 6
All others	168 0	3 0	171 0

PIECE-WORK PRICES.

18. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinning rabbits (heads off)	2s. 6d. per 100 } plus	3s. 9d. per 100 } plus
Skinning rabbits (heads on)	3s. 3d. per 100 } 66 per cent.	4s. 7½d. per 100 } 66 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } plus	
Skinning hares	9s. 3d. per 100 } 78 per cent.	

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

I. APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	43 0	0 9	43 9	34 6	0 9	35 3
16 years of age	56 0	1 0	57 0	43 0	0 9	43 9
17 years of age	74 0	1 3	75 3	52 0	1 0	53 0
18 years of age	92 0	1 9	93 9	66 6	1 3	67 9
19 years of age	105 0	2 0	107 0	72 0	1 3	73 3
20 years of age	126 6	2 3	128 9	79 6	1 6	81 0

PROPORTION.

MALES.

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 159s. 6d. per week of 40 hours.

Improvers.
One improver to every four or fraction of four workers receiving not less than 159s. 6d. per week of 40 hours.

FEMALES.

Apprentices.
One apprentice to every three or fraction of three female workers receiving not less than 119s. 9d. per week of 40 hours.

Improvers.
One improver to every three or fraction of three female workers receiving not less than 119s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	185 6	3 0	188 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	139 6	2 0	141 6
Foreman having the supervision of four or more workers	176 6	3 0	179 6
Shop hands (males) or salesmen	163 6	3 0	166 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	166 6	3 0	169 6
Wet chain pluckers	174 0	3 0	177 0
Labourers assisting—			
(a) Wholesale fish salesmen	171 6	3 0	174 6
(b) Wholesale poultry salesmen	161 6	3 0	164 6
Persons employed grading and/or placing plucked poultry in boxes	166 6	3 0	169 6
Females employed—			
(a) As shop hands	123 0	1 9	124 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	125 6	1 9	127 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	118 0	1 9	119 9
All others	156 6	3 0	159 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

PIECE-WORK PRICES.

23. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—
 (a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	s.	d.	
(i) Roughing fowls by hand	0	3½	per pair
Roughing fowls by machine	0	3	per pair
Stumping fowls the same day as they are roughed by hand	0	3½	per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0	4	per pair
Stumping fowls which have been roughed by a machine	0	4	per pair
Plucking fowls	0	7	per pair
Plucking ducks, where wings are not plucked right out	0	7½	per pair
Plucking ducks, where wings are required to be plucked right out	0	11½	per pair
Plucking Muscovy drakes (redheads)	1	3	per pair
Plucking turkey hens	0	8½	per pair
Plucking turkey cocks	1	1	per pair
Plucking geese	1	1	per pair
Plucking teal	0	4	per pair
Plucking black duck	0	5	per pair
Plucking blue wing	0	4	per pair
Plucking mountain duck	0	5	per pair
Plucking pigeons and small birds	0	3	per pair
Plucking quail	0	3	per pair
Plucking pheasants	0	7	per pair
Drawing and trussing fowls or ducks	0	3	per pair extra
Drawing and trussing geese	0	6	per pair extra
Drawing and trussing turkeys	0	9	per pair extra
(ii) *Blooding eouts	0	9	per large box
*Splitting eouts	1	0	per large box
*Scaling and cleaning salmon	1	6	per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2	6	per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3	0	per large box
*Cleaning whiting	0	3	per dozen
*Filleting whiting	0	6	per dozen
*Cleaning flounders	0	3	per dozen
Trimming shark	0	6	per box
Skimming and trimming shark	2	0	per box

Plus 91 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 23, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2, of the said Determination shall remain in force.

3107

[3017]



VICTORIA
GOVERNMENT GAZETTE.

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No. 462]

MONDAY, MAY 30.

[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
6th day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

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

2. WAGES PER WEEK (ADULTS.)

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	8 5 0	8 2 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	7 19 0	7 16 0
All other Journeymen	8 5 0	8 2 0
Journeywomen	5 9 9	5 7 6

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

(a) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(c) Females working on large machines (132K, 7·5, 45K. or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	37 6	36 6
Second year's experience	43 9	42 9
Third year's experience	62 6	61 0
Fourth year's experience	100 0	97 6
Fifth year's experience	125 0	122 0
Four year terms—		
First year's experience	37 6	36 6
Second year's experience	62 6	61 0
Third year's experience	100 0	97 6
Fourth year's experience	125 0	122 0

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- (1) Sail, tent and canvas goods maker ;
- (2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of order or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 6	36 6
16 and under 17 years of age	50 0	48 9
17 and under 18 years of age	62 6	61 0
18 and under 19 years of age	75 0	73 2
19 and under 20 years of age	100 0	97 6
20 and under 21 years of age	125 0	122 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 6	36 6
16 and under 17 years of age	46 9	45 9
17 and under 18 years of age	53 0	51 9
18 and under 19 years of age	59 3	58 0
19 and under 20 years of age	65 6	64 0
20 and under 21 years of age	81 3	79 3

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

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

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

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.

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No. 463]

MONDAY, MAY 30.

[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
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

TINSMITHS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 51 of the 28th January, 1949, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class)	8 17 0	9 3 6	8 14 0
Sheet metal worker (2nd class)	8 0 0	8 6 6	7 17 0
Spinner (1st class)	8 6 0	8 12 6	8 3 0
Spinner other	7 7 0	7 13 6	7 4 0
Die setter	7 7 0	7 13 6	7 4 0
Die setter—press operator working from blue prints or plans	8 0 0	8 6 6	7 17 0
Press operator (heavy)	7 4 0	7 10 6	7 1 0
Press operator (light)	7 1 6	7 7 6	6 18 0
Solderer and dipper	7 4 0	7 10 6	7 1 0
Drop hammer stamper	7 4 0	7 10 6	7 1 0
Guillotine operator (as defined)	8 0 0	8 6 6	7 17 0
Guillotine operator (other)	7 1 0	7 7 6	6 18 0
Guttering machinist	7 1 0	7 7 6	6 18 0
Power machinist (not otherwise specified)	7 1 0	7 7 6	6 18 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	9 1 6	9 8 0	8 18 6
1st class, using Cutler machine	8 3 0	8 9 6	8 0 0
2nd class	7 10 0	7 16 6	7 7 0
3rd class	7 4 0	7 10 6	7 1 0
Tack welder	7 7 0	7 13 6	7 4 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand	7 7 0	7 13 6	7 4 0
Canister-maker by hand and riveter by hand	7 7 0	7 13 6	7 4 0
Solderer and dipper	7 1 0	7 7 6	6 18 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 160° F. and over	7 7 0	7 13 6	7 4 0
Operator of power capping machines or metal pots on automatic machines	7 4 0	7 10 6	7 1 0
Operator of other power presses and other power machines	7 1 0	7 7 6	6 18 0
Cap solderer (not otherwise classified)	7 1 0	7 7 6	6 18 0

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer	7 17 6	8 4 0	7 14 6
Tinner and grease tinner	7 17 6	8 4 0	7 14 6
Assistant working over metal pot	7 4 0	7 10 6	7 1 0
Pickler	7 2 6	7 9 0	6 19 6
All others in this Division	6 16 0	7 2 6	6 13 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	8 0 0	8 6 6	7 17 0
Spray operator	7 7 0	7 13 6	7 4 0
Grainer, liner, and filliter	7 1 0	7 7 6	6 18 0
Painter and lacquerer	7 1 0	7 7 6	6 18 0
Dipper	7 1 0	7 7 6	6 18 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	7 16 0	8 2 6	7 13 0
Fuser on medallions, badges, or buckles	7 1 0	7 7 6	6 18 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	7 2 6	7 9 0	6 19 6
Inspector (other)	6 18 0	7 4 6	6 15 0
Mill hand and mixer	7 2 6	7 9 0	6 19 6
Packer and despatcher	7 2 6	7 9 0	6 19 6
Pickler	7 2 6	7 9 0	6 19 6
Rackman	6 14 6	7 1 0	6 11 6
Sand and shot blaster	8 0 6	8 7 0	7 17 6
Sprayer	7 4 0	7 10 6	7 1 0
Swiller, gripper, and brusher	7 1 0	7 7 6	6 18 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 in any Division	6 8 0	6 14 6	6 5 0
<i>(g) General.</i>			
Process worker	7 1 0	7 7 6	6 18 0
Tool storeman (as defined)	7 8 0	7 14 6	7 5 0
Storeman and/or packer	7 12 6	7 19 0	7 9 6

Leading Hands.

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

Ship Repairing.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

Sheet-metal worker—1st 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 Indenture.

(d) 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 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 sheet-metal 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) 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—

Welder—1st class ;

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.

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

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

(j)

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles 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.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	25	s. d. ..	s. d. 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
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
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.

(g) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages 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 Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s d.	s d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
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
<i>II.—Junior Females.</i>						
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 9
20 years of age	62½	2 0	5 0	4 1 6	4 5 6	3 19 6
<i>III.—Male Junior Labour.</i>						
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.

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.

(b) Junior employees shall not be employed:—

(i) If under the age of 16 years—
using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—
die setting on power presses, or as operators of power driven guillotines.

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



VICTORIA
GOVERNMENT GAZETTE.

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MONDAY, MAY 30.

[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
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2 to 5 inclusive of the Determination published in *Government Gazette* No. 149 of the 12th March, 1948, shall be replaced by the following clauses:—

2.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.	
MALES.						
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>						
Brass finisher, tradesman	s. d. 171 0	s. d. 6 0	s. d. 177 0	s. d. 168 0	s. d. 6 0	s. d. 174 0
Carpenter on maintenance work	171 0	6 0	177 0	168 0	6 0	174 0
Coremaker, jobbing	171 0	6 0	177 0	168 0	6 0	174 0
Die maker (see "toolmaker")						
Die setter	166 6	5 0	171 6	163 6	5 0	168 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	175 6	6 0	181 6	172 6	6 0	178 6
Electrical fitters	171 0	6 0	177 0	168 0	6 0	174 0
Electrical mechanic	171 0	6 0	177 0	168 0	6 0	174 0
Fitter and/or turner, tradesman	171 0	6 0	177 0	168 0	6 0	174 0
Ironworker, directly assisting tradesman (including iron- worker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	145 0	3 0	148 0	142 0	3 0	145 0
Jigmaker, in wood or metal	171 0	6 0	177 0	168 0	6 0	174 0
Machinist (metal), first class	171 0	6 0	177 0	168 0	6 0	174 0
Machinist (metal), second class	158 0	4 0	162 0	155 0	4 0	159 0
Machinist (metal), third class	150 0	3 0	153 0	147 0	3 0	150 0
Machinist (wood) (see "wood machinist")						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")	171 0	6 0	177 0	168 0	6 0	174 0
Panel worker, tradesman	171 0	6 0	177 0	168 0	6 0	174 0
Pattern maker	195 0	5 0	190 0	182 0	5 0	187 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFTS.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	175	6	6	0	181	6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	171	0	6	0	177	0
Saw doctor	158	0	4	0	162	0
Smith, tradesman	175	6	6	0	181	6
Template maker	172	6	6	0	178	6
Tool maker, tool hardener, and die maker (in wood or metal)	177	0	6	0	183	0
Tradesman, the greater part of whose time is occupied marking off	180	0	10	0	190	0
Trimmer, tradesman (on development work)	175	6	6	0	181	6
Turner (see "Fitter and/or turner").	170	0	6	0	176	0
Welder, first class	175	6	5	0	180	6
Welder, second class	160	0	4	0	164	0
Welder, third class	150	0	3	0	153	0
Welder, fourth class	145	6	3	0	148	6
Wood machinist, first class	166	6	5	0	171	6
<i>Production.</i>						
Acid washer	155	0	3	0	158	0
Air hammer operator	160	0	4	0	164	0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	147	0	3	0	150	0
Assembler (aero engine)	171	0	6	0	177	0
Assembler and/or wiper, chassis	154	0	3	0	157	0
Assembler, cushion and squab spring	151	0	3	0	154	0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	160	0	4	0	164	0
Assembler of bodies or parts of bodies "on the line"	166	6	5	0	171	6
Assembler of chassis parts independently of main assembly	154	0	3	0	157	0
Assembler, windscreen frame	151	0	3	0	154	0
Axle maker	171	0	6	0	177	0
Axle turner	171	0	6	0	177	0
Band and/or jig sawyer, trim	160	0	4	0	164	0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	162	0	5	0	167	0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	150	0	3	0	153	0
Body maker, first class	171	0	6	0	177	0
Body maker, second class	166	6	5	0	171	6
Body moulder	154	0	3	0	157	0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	158	6	4	0	162	6
Chassis assembler (see "Assembler").	150	0	3	0	153	0
Checker (chassis assembly and/or vehicle pre-delivery)	161	0	4	0	165	0
Cold setter	163	0	3	0	166	0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	166	6	5	0	171	6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	166	6	5	0	171	6
Dipper and hanger (paint)	144	0	3	0	147	0
Dipper, solder or tin	150	0	3	0	153	0
Driller	146	0	3	0	149	0
Driller	148	0	3	0	151	0
Driller	160	0	3	0	163	0
Drop hammer smith— (a) When dies are not used (b) When dies are used	172	6	6	0	178	6
	150	0	3	0	153	0

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—<i>continued.</i>						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	145 6	3 0	148 6	142 6	3 0	145 6
Edge turner (see "Panel edge trimmer").						
Electric machine outter (trim)	160 0	4 0	164 0	157 0	4 0	161 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	171 0	6 0	177 0	168 0	6 0	174 0
Electroplater, second class	158 0	4 0	162 0	155 0	4 0	159 0
Electroplater, third class	143 0	3 0	146 0	140 6	3 0	143 6
Enameller, bow socket	147 6	3 0	150 6	144 6	3 0	147 6
Enameller in colours and/or varnisher (finishing coat brush)	166 6	5 0	171 6	163 6	5 0	168 6
Folding machine operator	151 0	3 0	154 0	148 0	3 0	151 0
Frame operative (cushion and squabs)	151 0	3 0	154 0	148 0	3 0	151 0
Furnace brazier	158 6	4 0	162 6	155 6	4 0	159 6
Furnaceman	150 0	3 0	153 0	147 0	3 0	150 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	160 0	4 0	164 0	157 0	4 0	161 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	150 0	3 0	153 0	147 0	3 0	150 0
Grinder and/or buffer (metal) using portable machine	155 0	3 0	158 0	152 0	3 0	155 0
Guillotine machinist	151 0	3 0	154 0	148 0	3 0	151 0
Hammer driver, steam, pneumatic, or other power	145 6	3 0	148 6	142 6	3 0	145 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	140 0	3 0	143 0	137 0	3 0	140 0
Labourer assisting without using tools (chassis assembly)	140 0	3 0	143 0	137 0	3 0	140 0
Liner	168 6	5 0	171 6	163 6	5 0	168 6
Machinist (metal), first class	171 0	6 0	177 0	168 0	6 0	174 0
Machinist (metal), second class	158 0	4 0	162 0	155 0	4 0	159 0
Machinist (metal), third class	150 0	3 0	153 0	147 0	3 0	150 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	158 6	4 0	162 6	155 6	4 0	159 6
Marker-out or scribe (using patterns or templates)	149 0	3 0	152 0	146 0	3 0	149 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher and/or grinder	152 0	3 0	155 0	149 0	3 0	152 0
Painter, coach (brush)	166 6	5 0	171 6	163 6	5 0	168 6
Painter, spray (on coats other than priming)	166 6	5 0	171 6	163 6	5 0	168 6
Painter, spray and/or brush (on prime coats)	155 0	3 0	158 0	152 0	3 0	155 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	147 6	3 0	150 6	144 6	3 0	147 6
Painter's labourer	142 0	3 0	145 0	139 0	3 0	142 0
Panel beater, first class	171 0	6 0	177 0	168 0	6 0	174 0
Panel beater, second class	166 6	5 0	171 6	163 6	5 0	168 6
Panel edge turner	158 0	4 0	162 0	155 0	4 0	159 0
Panel fixer, metal	151 0	3 0	154 0	148 0	3 0	151 0
Panel machinist (other)	150 0	3 0	153 0	147 0	3 0	150 0
Panel worker, dent knocker and/or metal finisher	166 6	5 0	171 6	163 6	5 0	168 6
Paster (trim)	152 0	3 0	155 0	149 0	3 0	152 0
Petrol tank operative	152 0	3 0	155 0	149 0	3 0	152 0
Pickler	150 0	3 0	153 0	147 0	3 0	150 0
Plate glass beveller	162 0	5 0	167 0	159 0	5 0	164 0
Plate glass cutter	162 0	5 0	167 0	159 0	5 0	164 0
Plate glass driller	162 0	5 0	167 0	159 0	5 0	164 0
Plate glass grinder	147 6	3 0	150 6	144 6	3 0	147 6
Pleat stuffer	150 0	3 0	153 0	147 0	3 0	150 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	158 0	4 0	162 0	155 0	4 0	159 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	159 0	4 0	163 0	156 0	4 0	160 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	144 0	3 0	147 0	141 0	3 0	144 0
Press operator (light)	149 0	3 0	152 0	146 0	3 0	149 0
Process worker	144 0	3 0	147 0	141 0	3 0	144 0
Riveter on motor truck or wagon body	166 6	5 0	171 6	163 6	5 0	168 6
Riveter, chassis	154 0	3 0	157 0	151 0	3 0	154 0
Riveter, other (up to and including $\frac{3}{4}$ -in. rivet)	151 0	3 0	154 0	148 0	3 0	151 0
Rotary buff operator—						
(a) While doing dent knocking	168 6	5 0	171 6	163 6	5 0	168 6
(b) While not doing dent knocking on the line	160 0	4 0	164 0	157 0	4 0	161 0
Rotary shearing machinist	158 0	4 0	162 0	155 0	4 0	159 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	146 0	3 0	149 0	143 0	3 0	146 0
Sorewar and/or tapper	145 6	3 0	148 6	142 6	3 0	145 6
Scriber (see "Marker-out or scribe").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

VEHICLE BUILDING INDUSTRY BOARD.—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 6 miles of Chief Post Office at Mildura and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
<i>MALES—continued.</i>						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	150 0	3 0	153 0	147 0	3 0	150 0
Smith tradesmen	172 6	6 0	178 6	169 6	6 0	175 6
Solderer, "on the line"	168 6	5 0	171 6	163 6	5 0	168 6
Solderer not "on the line"	160 0	4 0	164 0	157 0	4 0	161 0
Solderer (on other than body work)	160 0	4 0	164 0	157 0	4 0	161 0
Spotter and/or toucher-up	166 6	5 0	171 6	163 6	5 0	168 6
Spray painter (see "Painter, spray")						
Spring fitter	171 0	6 0	177 0	168 0	6 0	174 0
Spring maker, cushion and squab	166 6	5 0	171 6	163 6	5 0	168 6
Spring maker, laminated	171 0	6 0	177 0	168 0	6 0	174 0
Spring maker, spiral (by hand)	158 6	4 0	162 6	155 6	4 0	159 6
Spring service worker	150 0	3 0	153 0	147 0	3 0	150 0
Squab and/or cushion maker	166 6	5 0	171 6	163 6	5 0	168 6
Stopper-up	154 0	3 0	157 0	150 0	3 0	153 0
Stove attendant, electric	151 0	3 0	154 0	148 0	3 0	151 0
Strap maker	150 0	3 0	153 0	147 0	3 0	150 0
Stretching machine operator	151 0	3 0	154 0	148 0	3 0	151 0
Striker	145 0	3 0	148 0	142 0	3 0	145 0
Tapper (see "Screw and/or tapper")						
Tester	150 0	3 0	153 0	147 0	3 0	150 0
Timber kiln attendant	142 0	3 0	145 0	139 0	3 0	142 0
Timber orderman	149 0	3 0	152 0	146 0	3 0	149 0
Timber stacker	143 0	3 0	146 0	140 0	3 0	143 0
Toucher-up (see "Spotter and/or toucher-up")						
Transfer grainer	153 0	3 0	156 0	150 0	3 0	153 0
Trimmer, sectional (on the line)	162 0	5 0	167 0	159 0	5 0	164 0
Trimmer, sectional (off line)	158 0	4 0	162 0	155 0	4 0	159 0
Trimmer, tradesman (including outter by hand)	166 6	5 0	171 6	163 6	5 0	168 6
Tube maker	147 6	3 0	150 6	144 6	3 0	147 6
Tyre fitter	147 6	3 0	150 6	144 6	3 0	147 6
Uni-shear operator	150 0	3 0	153 0	147 0	3 0	150 0
Varnisher (see "Enameller in colours and/or varnisher")						
Vyoeman	153 0	3 0	156 0	150 0	3 0	153 0
Washer using phenyl, petrol, kerosene, &c.	145 0	3 0	148 0	142 0	3 0	145 0
Welder, "A" grade	175 6	5 0	180 6	172 6	5 0	177 6
Welder, "B" grade	168 0	5 0	173 0	165 0	5 0	170 0
Welder, federal aluminium	160 0	4 0	164 0	157 0	4 0	161 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	160 0	4 0	164 0	157 0	4 0	161 0
Welder, electric spot and butt	151 0	3 0	154 0	148 0	3 0	151 0
Wet rubber and/or polisher (paint)	155 0	3 0	158 0	152 0	3 0	155 0
Windscreen frame assembler (see "Assembler")						
Wood machinist, first class	166 6	5 0	171 6	163 6	5 0	168 6
Wood machinist, second class	158 0	4 0	162 0	155 0	4 0	159 0
Writer	171 0	6 0	177 0	168 0	6 0	174 0
<i>Horse-drawn Vehicles.</i>						
Axle maker	166 6	5 0	171 6	163 6	5 0	168 6
Axle turner	166 6	5 0	171 6	163 6	5 0	168 6
Grainer	166 6	5 0	171 6	163 6	5 0	168 6
Nave mortise and boring machinist	149 0	3 0	152 0	146 0	3 0	149 0
Nave turner	161 0	4 0	165 0	158 0	4 0	162 0
Signwriter	166 6	5 0	171 6	163 6	5 0	168 6
Spoke lather	161 0	4 0	165 0	158 0	4 0	162 0
Spoke planer	161 0	4 0	165 0	158 0	4 0	162 0
Spoke tenoner	161 0	4 0	165 0	158 0	4 0	162 0
Spoke throster	161 0	4 0	165 0	158 0	4 0	162 0
Timber bender	161 0	4 0	165 0	158 0	4 0	162 0
Wheelwright and wheel maker	166 6	5 0	171 6	163 6	5 0	168 6
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	171 0	6 0	177 0	168 0	6 0	174 0
Pitman	168 6	4 0	162 6	155 6	4 0	159 6
Wheel grinder	168 6	4 0	162 6	155 6	4 0	159 6
Wheel turner	171 0	6 0	177 0	168 0	6 0	174 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Acetylene generator operator in charge of installation	154 0	3 0	157 0	151 0	3 0	154 0
Driver of chassis and/or new vehicle	144 0	3 0	147 0	141 0	3 0	144 0
Case maker	147 6	3 0	150 6	144 6	3 0	147 6
Case repairer	144 0	3 0	147 0	141 0	3 0	144 0

VEHICLE BUILDING INDUSTRY BOARD.—*continued.*

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding ; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	4	5 0
Thereafter	4	14 6

(b) The rates payable to females under the age of 21 years shall be :—

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	2	14 0
For the second six months	3	9 0
Thereafter until 21 years of age	4	4 0

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
 (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 (ii) Trimmer (Production).
 (iii) Axle maker.
 (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

- (i) Electrical fitter.
 (ii) Electrical mechanic.
 (iii) Electro-plater, first class.
 (iv) Fitter and/or turner.
 (v) Metal machinist, first class.
 (vi) Pattern maker.
 (vii) Welder (first class only).
 (viii) Body maker, first class.
 (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 (x) Tradesman panel worker and panel beater (first class).
 (xi) Trimmer, development and/or repair work.
 (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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.

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.

(d) The periods of apprenticeship shall be as follows :—

If the apprentice when articulated is under the age of 17, five years ; if over the age of 17, four or five years at the option of the contracting parties.

(e) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

Cancellation or Suspension of Indenture.

(f) 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 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.

(g) The training of apprentices to smithing, fitting, and turning or panel working 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.

The training of apprentices to body making or 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.

Wages.

(h) (a) Apprentices—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne ; 10 miles of the Geelong and Warrnambool Post Offices ; 5 miles of Chief Post Office at Mildura ; and the Gippsland District.	All Other Parts of Victoria.
Five-year terms—	<i>s. d.</i>	<i>s. d.</i>
First year	30 6	29 6
Second year	41 6	40 6
Third year	62 6	61 0
Fourth year	103 0	100 6
Fifth year	130 0	127 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	35 6	34 6
Second year	62 0	60 6
Third year	103 0	100 6
Fourth year	130 0	127 0

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

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at 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.

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

Sick Leave, Public Holidays, and Annual Leave.

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

(j) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that 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.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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.

(o) No employer shall 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.

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

(q) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	32 0	31 6
16 years of age	45 6	44 6
17 " "	61 6	60 0
18 " "	77 6	75 6
19 " "	97 0	95 0
20 " "	116 0	113 6

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

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



VICTORIA
GOVERNMENT GAZETTE.

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No. 465]

MONDAY, MAY 30.

[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
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 618 of the 4th June, 1948, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).*

	Employed at Yallourn.	Employed—(a)			
		Within 20 Miles of G.P.O., Melbourne;		Elsewhere in the State.	
		(b) Within 10 Miles of G.P.O., Geelong;		(c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	7 2 6	6 17 0	6 14 0	6 14 0	6 14 0
(2) Blacksmith	8 16 0	8 9 6	8 6 6	8 6 6	8 6 6
(3) Blacksmith's striker	7 9 0	7 2 6	6 19 6	6 19 6	6 19 6
(4) Boxes, crates and/or cases—					
(a) Cleaning and/or steaming	7 3 6	6 17 0	6 14 0	6 14 0	6 14 0
(b) Breaking up	7 5 0	6 18 6	6 15 6	6 15 6	6 15 6
(c) Spraying machinist	7 5 0	6 18 6	6 15 6	6 15 6	6 15 6
(d) Splicing machinist	7 5 0	6 18 6	6 15 6	6 15 6	6 15 6
(e) Printing machinist	7 6 6	7 0 0	6 17 0	6 17 0	6 17 0
(f) Munitions—ammunition box manufacture—employees not elsewhere included	7 8 0	7 1 6	6 18 6	6 18 6	6 18 6
(g) Lacing and wiring machinist	7 8 0	7 1 6	6 18 6	6 18 6	6 18 6
(h) Nailing machinist	7 9 0	7 2 6	6 19 6	6 19 6	6 19 6
(i) Cleating machinist	7 9 0	7 2 6	6 19 6	6 19 6	6 19 6
(j) Finishing	7 11 0	7 4 6	7 1 6	7 1 6	7 1 6
(k) Wire bound box making machinist	7 14 0	7 7 6	7 4 6	7 4 6	7 4 6
(l) Hoop ironing and/or wiring (bench hand)	7 17 0	7 10 6	7 7 6	7 7 6	7 7 6
(m) Making and/or repairing manual	7 17 0	7 10 6	7 7 6	7 7 6	7 7 6

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O. Melbourne; (b) Within 10 Miles of G.P.O. Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck	7 15 6	7 9 0	7 6 0
(6) Broad axeman and/or adzeman	8 19 0	8 12 6	8 9 6
(7) Bulldozer driver	8 16 0	8 9 6	8 6 6
(8) Cable drum and/or reel maker, assembler and/or finisher	7 18 6	7 12 0	7 9 0
(9) Carpenter, bush (as defined)	7 18 6	7 12 0	7 9 0
(10) Crane attendant or dogman—			
(a) working up to a height of 40 feet	7 5 0	6 18 6	6 15 6
(b) working at a height of over 40 feet	7 8 0	7 1 6	6 18 6
(11) Driver—			
(i) Bullock team, bush	8 8 6	8 2 0	7 19 0
(ii) Caterpillar or similar type of logging tractor	8 11 6	8 5 0	8 2 0
(iii) A tractor driver who in the course of his duties is required by his employer to perform mechanical and/or repair work exclusive of ordinary servicing shall be paid an additional 6s. per week	..	..	..
(iv) Horse (bush)—			
(a) Driver of one or two horses	7 12 6	7 6 0	7 3 0
(b) Driver of three horses	7 17 0	7 10 6	7 7 6
(c) Driver of more than three horses	8 0 0	7 13 6	7 10 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday	..	..	..
(12) Elevator and/or piler man in connexion with stacking or unstacking timber	7 6 6	7 0 0	6 17 0
(13) Faller	8 5 6	7 19 0	7 16 0
(14) Faller, head (as defined)	8 19 0	8 12 6	8 9 6
(15) Grinder, whose principal duty is grinding knives and cutters	8 13 0	8 6 6	8 3 6
(16) Guard (as defined)	8 5 6	7 19 0	7 16 0
(17) Kiln attendant (as defined)	7 8 0	7 1 6	6 18 6
(18) Kiln operator (as defined)	8 0 0	7 13 6	7 10 6
(19) Kiln supervisor (as defined)	8 11 6	8 5 0	8 2 0
(20) Labourer, experienced (as defined)	6 16 6	6 10 0	6 7 0
(21) Landing builder or repairer	7 8 0	7 1 6	6 18 6
(22) Landing builder or repairer (man in charge of)	7 18 6	7 12 0	7 9 0
(23) Loading or turning sleepers over 5 feet long	7 6 6	7 0 0	6 17 0
(24) Loading logs	7 7 6	7 1 0	6 18 0
(25) Log chuteman	7 8 0	7 1 6	6 18 6
(26) Log conveyorman	7 8 0	7 1 6	6 18 6
(27) Log yardman or skidman	7 8 0	7 1 6	6 18 6
(28) Machinists as set out hereunder—			
(i) "A" Grade	8 11 6	8 5 0	8 2 0
<p>A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—</p> <p>(a) Boults carver;</p> <p>(b) Buzzer and/or jointer (using other than straight knives and cutters);</p> <p>(c) Cross grainer;</p> <p>(d) Drum sander (four or more drums);</p> <p>(e) General joiner;</p> <p>(f) Linderman, gluer and joiner;</p> <p>(g) Lock angle machine;</p> <p>(h) Moulder;</p> <p>(i) Planer—3 heads or more (other than box);</p> <p>(j) Planer, box (four heads or more);</p> <p>(k) Router—working freehand;</p> <p>(l) Shaper (other than grooving and/or slotting in box and case making);</p> <p>(m) Spoke throater;</p> <p>(n) Tenoner—(using scribing irons) other than an automatic tenoner;</p> <p>(o) Trusser crozier;</p> <p>(p) Variety turning or automatic lathe—revolving head.</p> <p>An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.</p>			

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(ii) "B" Grade	7 16 6	7 10 0	7 7 0
A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—			
(a) Automatic lathe (other than revolving heads);			
(b) Borer (three or more spindles);			
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine.			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher	7 14 0	7 7 6	7 4 6
(b) Moulder (excluding the feeder on automatic feed table)	7 11 6	7 5 0	7 2 0
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade	7 6 6	7 0 0	6 17 0
(d) Boring machine (less than three spindles)	7 6 6	7 0 0	6 17 0
(29) Meal grinder	7 4 0	6 17 6	6 14 6
(30) Millwright (as defined)	9 0 6	8 14 0	8 11 0
(31) Offsider to ropeman or shoeman	7 5 0	6 18 6	6 15 6
(32) Offsider to logging tractor or bull-dozer driver logging with up to 40 feet of rope	7 15 6	7 9 0	7 6 0
(33) Operator employed on glueing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b))	8 8 6	8 2 0	7 19 0
(34) Orderman (as defined)	7 17 0	7 10 6	7 7 6
(35) Pine plantation employees—			
(a) Faller	7 18 6	7 12 0	7 9 0
(b) Loaders, trimmers, and employees cutting logs	7 9 6	7 3 0	7 0 0
(36) Plate layer	7 8 0	7 1 6	6 18 6
(37) Pulp wood cutter and/or splitter	7 11 0	7 4 6	7 1 6
(38) Rigger or tree climber	8 17 6	8 11 0	8 8 0
(39) River logman (as defined)	7 5 0	6 18 6	6 15 6
(40) Ropeman or shoeman	8 5 6	7 19 0	7 16 0
(41) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	9 0 6	8 14 0	8 11 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	9 0 6	8 14 0	8 11 0
(c) Stave cutting sawyer	8 8 6	8 2 0	7 19 0
(d) Sawyer who breaks down logs but does not cut planks to size	8 5 6	7 19 0	7 16 0
(e) Flitching frame sawyer	8 2 6	7 16 0	7 13 0
(f) No. 1 benchman	9 0 6	8 14 0	8 11 0
(g) No. 2 benchman	8 8 6	8 2 0	7 19 0
(h) No. 3 benchman	7 17 0	7 10 6	7 7 6
(i) No. 4 benchman	7 5 0	6 18 6	6 15 6
(j) Gang frame sawyer	7 18 6	7 12 0	7 9 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman)	7 15 6	7 9 0	7 6 0
(l) Ripper or crosscut, cutting wood blocks	7 5 0	6 18 6	6 15 6
(m) Roller re-cut band sawyer using blade over 3 inches in width	8 10 0	8 3 6	8 0 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	8 8 6	8 2 0	7 19 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	7 18 6	7 12 0	7 9 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(p) Circular sawyer if cutting a depth of or over 7½ inches	8 10 0	8 3 6	8 0 6
(q) Circular sawyer if cutting a depth of under 7½ inches	7 18 6	7 12 0	7 9 0
(r) Edger sawyer to log band sawyer	8 8 6	8 2 0	7 19 0
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases	8 5 6	7 19 0	7 16 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	8 5 6	7 19 0	7 16 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	7 18 6	7 12 0	7 9 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	7 18 6	7 12 0	7 9 0
(u) Other breaking down bench sawyers	8 2 6	7 16 0	7 13 0
(v) Frame sawyer if cutting a depth of or over 18 inches	8 0 0	7 13 6	7 10 6
(w) Frame sawyer if cutting a depth of less than 18 inches	7 14 0	7 7 6	7 4 6
(x) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	8 8 6	8 2 0	7 19 0
(y) Detail band or jig sawyer if not brazing or sharpening his own saw	7 18 6	7 12 0	7 9 0
(z) Sawyer cutting detail work	8 8 6	8 2 0	7 19 0
(aa) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting)	8 0 0	7 13 6	7 10 6
(ab) Cross-cut sawyer, cabinet furniture or joinery work	7 18 6	7 12 0	7 9 0
(ac) Cross-cut sawyer, not provided for elsewhere herein	7 8 0	7 1 6	6 18 6
(ad) Case or box-bench sawyer flattening off up to 2 inches in thickness	7 3 6	6 17 0	6 14 0
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined)	7 12 6	7 6 0	7 3 0
(ii) At docking saw, other than main	7 3 6	6 17 0	6 14 0
(iii) Responsible man at main docking saw	7 17 0	7 10 6	7 7 6
(iv) Responsible man at docking saw other than main docking saw	7 8 0	7 1 6	6 18 6
(b) Dockerman and/or tallyman where only one docking saw	7 8 0	7 1 6	6 18 6
(3) Handlemen—			
(a) Handleman, No. 1 bench	7 12 6	7 6 0	7 3 0
(b) Handleman, No. 2 bench	7 6 6	7 0 0	6 17 0
(c) Handleman operating manual windlass hauling breaking down carriage	7 6 6	7 0 0	6 17 0
(4) Header-in re-cut band saw	7 1 6	6 15 0	6 12 0
(5) Levermen—			
(a) Leverman, No. 1 bench	7 6 6	7 0 0	6 17 0
(b) Leverman, No. 2 bench	7 4 6	6 18 0	6 15 0
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller	8 5 6	7 19 0	7 16 0
(ii) On dead or manually operated roller where not single-handed	7 12 6	7 6 0	7 3 0
(iii) Power-driven (other than manual power) or friction feed	7 6 6	7 0 0	6 17 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller	7 15 6	7 9 0	7 6 0
(ii) On dead or manually operated roller where not single-handed	7 6 6	7 0 0	6 17 0
(iii) Power-driven (other than manual power) or friction feed	7 4 6	6 18 0	6 15 0
(c) Puller-out or assistant, No. 3 bench	7 1 6	6 15 0	6 12 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	7 6 6	7 0 0	6 17 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	7 6 6	7 0 0	6 17 0
(7) Setters—			
(a) Setter on log band saw carriage	7 7 0	7 1 6	6 18 6
(b) Setter on other saw carriages	7 6 6	7 0 0	6 17 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(42) Saw doctor	9 9 6	9 3 0	9 0 0
(43) Saw sharpener (exclusively employed as such)	8 2 6	7 16 0	7 13 0
(44) Spar or plank road builder	7 6 6	7 0 0	6 17 0
(45) Splitter, packing	7 5 0	6 18 6	6 15 6
(46) Splitter of billets for staves	7 6 6	7 0 0	6 17 0
(47) Splitter, spoke, stave, and piling	7 11 0	7 4 6	7 1 6
(48) Splitter, pulp wood	7 11 0	7 4 6	7 1 6
(49) Spotter, at spot mills	8 5 6	7 19 0	7 16 0
(50) Stackers, block, of timber and/or plywood and/or veneer to a height of over 6 feet	6 18 6	6 12 0	6 9 0
(51) Stackers, for seasoning by means of stripping or other recognized method	7 6 6	7 0 0	6 17 0
(52) Storeman and packer (inclusive of war loading)	7 6 6	7 0 0	6 17 0
(53) Tallyman and/or measurer (as defined)	7 17 0	7 10 6	7 7 6
(54) Timber bender—			
(a) By hand	7 15 6	7 9 0	7 6 0
(b) Operating machine	8 1 6	7 15 0	7 12 0
(c) Who selects timber, improvises own forms and equipment and operates machine	8 11 6	8 5 0	8 2 0
(55) Timber grader (as defined)	7 9 6	7 3 0	7 0 0
(56) Tramway builder or repairer (as defined)	7 6 6	7 0 0	6 17 0
(57) Tramway builder or repairer (man in charge of)	7 17 0	7 10 6	7 7 6
(58) Trucker—Timber or log, on haulage by winch on tramline	7 12 6	7 6 0	7 3 0
(59) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	7 15 6	7 9 0	7 6 0
(60) Water dogman (as defined)	7 14 0	7 7 6	7 4 6
(61) Wood turner, using hand tools	8 11 6	8 5 0	8 2 0
(62) Crane drivers—			
Lofty cranes (as defined)	8 14 0	8 7 6	8 4 6
(63) All others	6 11 6	6 5 0	6 2 0

Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid:—

(a) Leading hand having under his supervision two to six employees	6s. per week
(b) Leading hand having under his supervision over six employees	12s. per week
(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom	6d. per hour

(b) Adult Male Employees engaged in the manufacture of plywood and veneers.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Casein or adhesive solution mixer	7 6 6	7 0 0	6 17 0
(2) Where he is required to mix, test, control, and check in operation and is responsible for its proper use	8 11 6	8 5 0	8 2 0
(3) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres	7 16 6	7 10 0	7 7 0
Centre feeder and/or core feeder and/or corelayer and/or assistants in glue spreading	7 6 6	7 0 0	6 17 0

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Glippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(5) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification	8 11 6	8 5 0	8 2 0
(6) Veneer joiners and/or repairers where the work is done by hand—			
With one year's experience	7 16 6	7 10 0	7 7 0
With less than one year's experience	7 6 6	7 0 0	6 17 0
(7) Tapeless veneer joining machine—			
With less than one year's experience	7 6 6	7 0 0	6 17 0
With more than one year's experience	7 16 6	7 10 0	7 7 0
(8) Operator of veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification	8 11 6	8 5 0	8 2 0
(9) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	7 16 6	7 10 0	7 7 0
(10) Operator on power operated veneer edge truing or trimming machine (saw cutter, block, or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	7 6 6	7 0 0	6 17 0
(11) Assembling veneers with film glue	7 6 6	7 0 0	6 17 0
(12) Plywood and veneer grader, grading into three or more classes	7 6 6	7 0 0	6 17 0
(13) Pneumatic, vacuum, or autoclave press operators	7 16 6	7 10 0	7 7 0
(14) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures	8 11 6	8 5 0	8 2 0
(15) Operator of hot press who is not required to calculate areas and pressures and control temperatures	7 16 6	7 10 0	7 7 0
(16) Press operators not elsewhere specified	7 6 6	7 0 0	6 17 0
(17) Assistants to above presses	7 6 6	7 0 0	6 17 0
(18) Rotary veneer peeling lathe or slicing veneer machine operator who sharpens knives and/or sets up his machine	8 11 6	8 5 0	8 2 0
(19) Operator only	7 16 6	7 10 0	7 7 0
(20) Assistant to lathe or slicer operator	7 6 6	7 0 0	6 17 0
(21) Plywood scarfing machines—			
(i) Plywood scarfing machine where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	8 11 6	8 5 0	8 2 0
(ii) Plywood scarfing machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	7 16 6	7 10 0	7 7 0
(iii) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	7 6 6	7 0 0	6 17 0
(22) Man in charge of veneer kiln, drier, or re-drier (plate, roller, or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents test and control	8 11 6	8 5 0	8 2 0
(23) Veneer kiln, drier, or re-drier operator who operates a drying kiln, drier, or re-drier or who may be required to make temperature readings and records thereof	7 16 6	7 10 0	7 7 0
(24) Assistant	7 6 6	7 0 0	6 17 0
(25) Immunitising plant operator who is required to control temperature, preservative contents in solution and analyse treated timbers and/or veneer samples	8 11 6	8 5 0	8 2 0
(26) Operator	7 6 6	7 0 0	6 17 0
(27) Veneer clipping operates in conjunction with rotary peeling lathe or slicing machine	7 16 6	7 10 0	7 7 0
(28) Assistant on machine	7 6 6	7 0 0	6 17 0
(29) Operator of log de-barking machine	7 16 6	7 10 0	7 7 0
(30) Taping machinist—			
With less than one year's experience	7 6 6	7 0 0	6 17 0
With more than one year's experience	7 16 6	7 10 0	7 7 0
(31) Operator of plywood trimming machine using parallel saws	7 6 6	7 0 0	6 17 0
(32) Band sawyer using band saw up to 36-in. capacity—rough cutting and trimming veneer	7 16 6	7 10 0	7 7 0
(33) Belt sander in sanding of plywood faced with fancy sliced veneer	7 16 6	7 10 0	7 7 0
(34) Belt sander in sanding of plywood faced with rotary peel veneer	7 6 6	7 0 0	6 17 0
(35) Edge glueing veneer by hand or roller for tapeless veneer joining machine	7 6 6	7 0 0	6 17 0
(36) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber, or plywood	7 16 6	7 10 0	7 7 0
(37) Veneer splicing machine	7 6 6	7 0 0	6 17 0
(38) Guillotine operator, not elsewhere included	7 6 6	7 0 0	6 17 0
Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.			
(39) All others	6 11 6	6 5 0	6 2 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(i) Group 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing	} 8 11 6	} 8 5 0	} 8 2 0
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing			
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) Group 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists	} 8 1 6	} 7 15 0	} 7 12 0
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping			
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, sand belt machinists, buffing, stamping machinists, and bench hands			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) Group 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining	} 7 11 6	} 7 5 0	} 7 2 0
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing			
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, tapering, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) Group 4—Miscellaneous.			
Classification—			
(a) Saw doctor	9 9 6	9 3 0	9 0 0
(b) Saw sharpener	8 2 6	7 16 0	7 13 0
(c) Storeman and/or packer	7 5 0	6 18 6	6 15 6
(d) Orderman and/or tallyman	7 17 0	7 10 6	7 7 6
(e) Kiln operator	8 0 0	7 13 6	7 10 6
(f) Leading hand .. 6s. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	7 7 6	7 1 0	6 18 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) Other Classes of Work. The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above			
(vii) Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:— (a) For work referred to in Group 1 for the first twelve months, 10s. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 10s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) Apprentices.

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	22½	..	0 9	29 0	27 6	27 0
Second Year..	30	1 0	1 0	39 6	37 6	37 0
Third Year ..	45	1 6	1 6	59 6	56 6	55 0
Fourth Year	75	2 0	2 3	98 6	93 6	91 0
Fifth Year ..	95	2 0	3 0	124 0	118 0	115 0

(b) Four Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage.		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	26	..	0 9	33 6	31 6	31 0
Second Year..	45	1 0	1 6	59 0	56 0	54 6
Third Year ..	75	2 0	2 3	98 6	93 6	91 0
Fourth Year	95	2 0	3 0	124 0	118 0	115 0

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) Unapprenticed Male Juniors.

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	25	0 6	32 0	30 0	29 6
16 " " ..	35	0 9	44 6	42 6	41 6
17 " " ..	47½	1 0	60 6	57 6	56 0
18 " " ..	60	1 0	76 6	72 6	70 6
19 " " ..	75	2 0	96 0	91 0	89 0
20 " " ..	90	2 0	115 0	109 0	106 6

(c) Females.

The minimum rates of weekly wage to be paid to females shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
17 years of age and under	40	1 0	51 0	48 6	47 6
18 years of age ..	47½	1 3	61 0	58 0	56 6
19 " " ..	55	1 6	70 6	67 0	65 6
20 " " ..	62½	2 0	80 6	76 6	74 6
21 " " and over ..	75	3 0	97 0	92 0	90 0

(iii) The needs basic wage referred to in this clause shall be the contemporaneous needs basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of the 6d. in the result not exceeding 3d. to be disregarded.

RATES FOR MALE JUNIORS AND FEMALES EMPLOYED IN THE MAKING OF SPORTING GOODS.

Rates for Juniors (Male).

4. (a) The minimum rates of wages for junior male employees shall be as follows:—

Age.	Percentage of Total Basic Wage.	Total Wage.
		s. d.
Under 16 years	35	43 6
At 16 years	45	56 0
At 16½ years	54	67 6
At 17 years	63	78 6
At 17½ years	70	87 6
At 18 years	80	100 0
At 19 years	85	106 0
At 20 years	90	112 6
At 21 years	100	125 0

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage adjusted and such adjustment shall be to the nearest 6d.

Rates for Females.

(b) The minimum rates of wages for female employees shall be as follows :—

Age.	Percentage of Total Basic Wage for Adult Males.	Total Wage.
	%	<i>s. d.</i>
Under 16 years	35	43 6
At 16 years	45	56 0
At 16½ years	50	62 6
At 17 years	55	68 6
At 17½ years	60	75 0
At 18 years	66	82 6
At 19 years	70	87 6
At 20 years and thereafter	75	93 6

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

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



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[1949

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 314 of the 26th April, 1949, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 7 6	2 0 6	3 4 6
2nd six months	1 12 0	2 5 6	3 11 6
3rd six months	1 18 0	2 10 0	4 1 0
4th six months	2 3 0	2 17 6	4 10 6
5th six months	2 17 0	3 4 6	..
6th six months	3 0 6	3 11 6	..
7th six months	4 14 0	4 1 0	..
8th six months	5 9 6	4 10 6	..
9th six months	6 3 0	..	..
10th six months	6 7 6	..	..

And thereafter the minimum wage or piece-work price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.

(ii) The term to be served at the industry by female apprentices or improvers shall be:—Coat hands and coat machinists not more than four years; all others, not more than three years.

(iii) Sub-clause (ii) hereof shall apply only to apprentices under indenture on the 1st day of May, 1944. Thereafter the term to be served at the industry by female apprentices or improvers shall be not more than four years.

PROPORTION (in any Factory or place).

Males.

Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed.	One apprentice to every four or fraction of four journeymen employed.	One apprentice to every three or fraction of three journeymen employed.

Improvers.

One improver to every 50 journeymen employed in any one section

Females.

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

1. Journeymen seam or under pressers	} to be taken together
Journeymen pressers-off	
2. Order trousers table hands	} to be taken together.
Order trousers machinists	
3. Stock trousers table hands	} to be taken together.
Stock trousers machinists	
4. Order vest table hands	} to be taken together.
Order vest machinists	
5. Stock vest table hands	} to be taken together.
Stock vest machinists	

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served: Provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(i) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Males.	Females.
	£ s. d.	£ s. d.
(a) Cutters, namely, persons employed marking-in or cutting out garments	9 11 0	9 11 0
(b) Heads of tables, namely, persons in charge of four or more persons employed as table hands	9 1 0	5 17 3
(c) Trimmers, namely, persons employed marking or cutting out linings or trimmings	8 10 0	8 10 0
(d) Fitters-up, namely, persons employed fitting up garments	8 10 0	8 10 0
(e) Tailors, namely, males employed making and/or altering any part of a garment	8 17 0	..
(f) Machinists, namely, males employed machining any part of a garment	8 10 0	..
(g) Pressers, namely, persons employed pressing other than seam pressing any part of a garment other than the garment which the worker is making	8 7 0	8 7 0
(h) Examiners, namely, males employed examining articles	7 7 6	..
(i) Seam pressers, namely, persons employed pressing seams on all garments	7 5 0	7 5 0
(j) Brushers and/or folders, namely, males employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	7 5 0	..
(k) Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	8 17 0
(l) Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	8 10 0
(m) Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	5 13 3
(n) Trousers table hands or machinists, namely, female employed making or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	5 8 3
(o) Vests table hands or machinists, namely, females employed making or machining, or altering, any part of all descriptions of vests .. .. .	..	5 8 3
(p) Hand sewers of buttons .. .. .	..	5 0 9
(q) Persons not otherwise provided for	6 11 0	4 18 3

NOTE.—Industry loadings of 5s. per week for all males; 5s. per week for females in classifications (a) and (c) to (l) inclusive and 3s. 9d. per week in the remaining classifications for females are included in the above rates and shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

(ii) READY-MADE CLOTHING.

	Males.	Females.
	£ s. d.	£ s. d.
(a) Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments	9 1 0	9 1 0
(b) Heads of tables, namely, persons in charge of four or more persons employed as table hands	9 1 0	5 14 9
(c) Trimmers, namely, persons employed marking or cutting out linings or trimmings	8 10 0	8 10 0
(d) Fitters-up and/or shapers, namely, persons employed fitting up and/or shaping garments	8 10 0	8 10 0
(e) Tailors, namely, males employed making or altering any part of a garment	8 17 0	..
(f) Machinists, namely, males employed machining any part of a garment	8 10 0	..

(ii) READY-MADE CLOTHING.—*continued.*

	Males.	Females.
	£ s. d.	£ s. d.
(g) Pressers, namely, persons employed pressing any part of a garment (other than seam pressing) other than the garment which the worker is making	8 7 0	8 7 0
(h) Examiners, namely, persons employed examining partly made or finished articles ..	7 7 6	5 5 9
(i) Seam pressers, namely, persons employed pressing seams on all garments ..	7 5 0	7 5 0
(j) Brushers and folders, namely, persons employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	7 5 0	5 3 3
(k) Females employed making, and/or machining, and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	8 10 0
(l) Females employed on manufacturing (i.e., machines and tables hands) on all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard ..	..	6 0 9
(m) Coat table hands or coat machinists, namely, females employed making and/or machining, and/or altering any part of coats of all descriptions .. .. .	..	5 10 9
(n) Trousers machinists, namely, females employed machining, and/or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	5 5 9
(o) Vest machinists, namely, females employed machining and/or altering any part of all descriptions of vests .. .. .	..	5 5 9
(p) Trousers table hands, namely, females employed and/or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	5 5 9
(q) Vest table hands, namely, females employed making and/or altering any part of all descriptions of vests .. .. .	..	5 5 9
(r) Hand sewers of buttons, or thread cutters, or ticket sewers .. .. .	..	5 0 9
(s) Persons not otherwise provided for	6 11 0	4 18 3

NOTE.—Industry loadings of 5s. per week for all males; 5s. per week for females in classifications (a) and (c) to (l) inclusive and 3s. 9d. per week in the remaining classifications for females are included in the above rates and shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force, provided that in Clause 18 for the words "fifty-two per centum", "seventy-eight and one third per centum", and "eighty-seven per centum," shall be substituted the words "sixty and one half per centum," "eighty-four and one half per centum," and "ninety-four per centum", respectively.



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[1949

Gas Regulation Act 1933.
EMERGENCY POWERS TO HAVE EFFECT.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by section 33 of the *Gas Regulation Act 1933* it is amongst other things enacted that whenever it appears to the Governor in Council that from any cause the available supply of gas is or is likely to become less than is sufficient for the reasonable requirements of the community, the Governor in Council may from time to time exercise all or any of the powers conferred on him by or under the said section and may from time to time by Proclamation declare that on and after the date of the publication of such Proclamation or a later date specified therein the provisions of section 33 of the said Act shall have effect:

And whereas The Brighton Gas Company Limited has reported to the Chief Secretary that the coal allotted to it is unsuitable for the making of gas in the quantity required:

And whereas as a consequence of such cause it appears to the Governor in Council that the available supply of gas is less than is sufficient for the reasonable requirements of the community in the area supplied by the said company:

Now therefore I, the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred by section 33 of the said Act, do by this my Proclamation declare that on and after the date of the publication of this my Proclamation in the *Government Gazette* the provisions of section 33 of the *Gas Regulation Act 1933* shall have effect.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this thirtieth day of May, in the year of our Lord One thousand nine hundred and forty-nine, and in the thirteenth year of the reign of His Majesty King George VI.

(L.S.) E. F. HERRING.

By His Excellency's Command,

W. WATT LEGGATT,

Chief Secretary.

GOD SAVE THE KING!

GAS REGULATION ACT 1933.

At the Executive Council Chamber, Melbourne, the thirtieth day of May, 1949.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Kennedy | Lieut.-Col. Leggatt.

REGULATIONS.

WHEREAS by a Proclamation dated the thirtieth day of May, 1949, His Excellency the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia,

by and with the advice of the Executive Council of the said State, declared that on and after the date of the publication in the *Government Gazette* of such Proclamation the provisions of section 33 of the *Gas Regulation Act 1933* should have effect: And whereas the said Proclamation was published in the *Government Gazette* of the thirtieth day of May, 1949: Now therefore His Excellency the Lieutenant-Governor of the said State, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred by section 33 of the said Act, doth hereby make the following Regulations (that is to say):—

1. (1) These Regulations may be cited as the "Gas Regulation (Emergency Powers) Regulations (No. 64)," and shall apply to and have operation throughout the area supplied with gas by The Brighton Gas Company Limited.

(2) These Regulations shall take effect on the thirtieth day of May, 1949.

2. During the period commencing on the thirtieth day of May, 1949, and ending on the thirteenth day of June, 1949, The Brighton Gas Company Limited may reduce the pressure of gas in any main, or in any pipe, below the pressure prescribed in the First Schedule to the *Gas Regulation Act 1933*.

And the Honorable William Watt Leggatt, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

THE CONSTITUTION ACT AMENDMENT ACTS.

At the Executive Council Chamber, Melbourne, the thirtieth day of May, 1949.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Kennedy | Lieut.-Col. Leggatt.

REVOCATION OF APPOINTMENT OF POLLING PLACE FOR THE NORTH-WESTERN PROVINCE.

IN pursuance of the provisions of The Constitution Act Amendment Acts, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby revoke the appointment of—

NINE MILE SPRINGFIELD,

as a Polling Place within and for the Wycheproof Division of the North-Western Province.

And the Honorable William Watt Leggatt, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

