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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.

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.	
	Per Week.	Per Week.	Per Week.	Total.
	£ 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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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.

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 EMPLOYEES.

	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.

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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.

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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