



VICTORIA

GOVERNMENT GAZETTE.

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No. 706]

MONDAY, AUGUST 22.

[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

DRY BATTERIES BOARD.

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

(2)

IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Experience.	Males.						Experience.	Females.				
	Commencing Age.							Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	28 6	28 6	32 0	40 3	48 3	56 0	1st year ..	24 9	27 9	32 0	40 3	48 0
2nd ..	32 0	33 6	41 9	51 6	60 0	..	2nd ..	29 0	33 6	42 0	49 9	..
3rd ..	40 3	43 9	55 0	64 3	..	..	3rd ..	36 0	43 9	52 3	..	..
4th ..	52 3	59 3	70 9	..	..	..	4th ..	45 3	54 3	..	..	..
5th ..	68 3	76 9	..	..	..	..	5th year and until 21 years of age ..	56 0	..	..	..	..
6th year and until 21 years of age ..	87 9	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 12*l.*s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 6*l.*7*s.* 6*d.* per week of 44 hours.

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

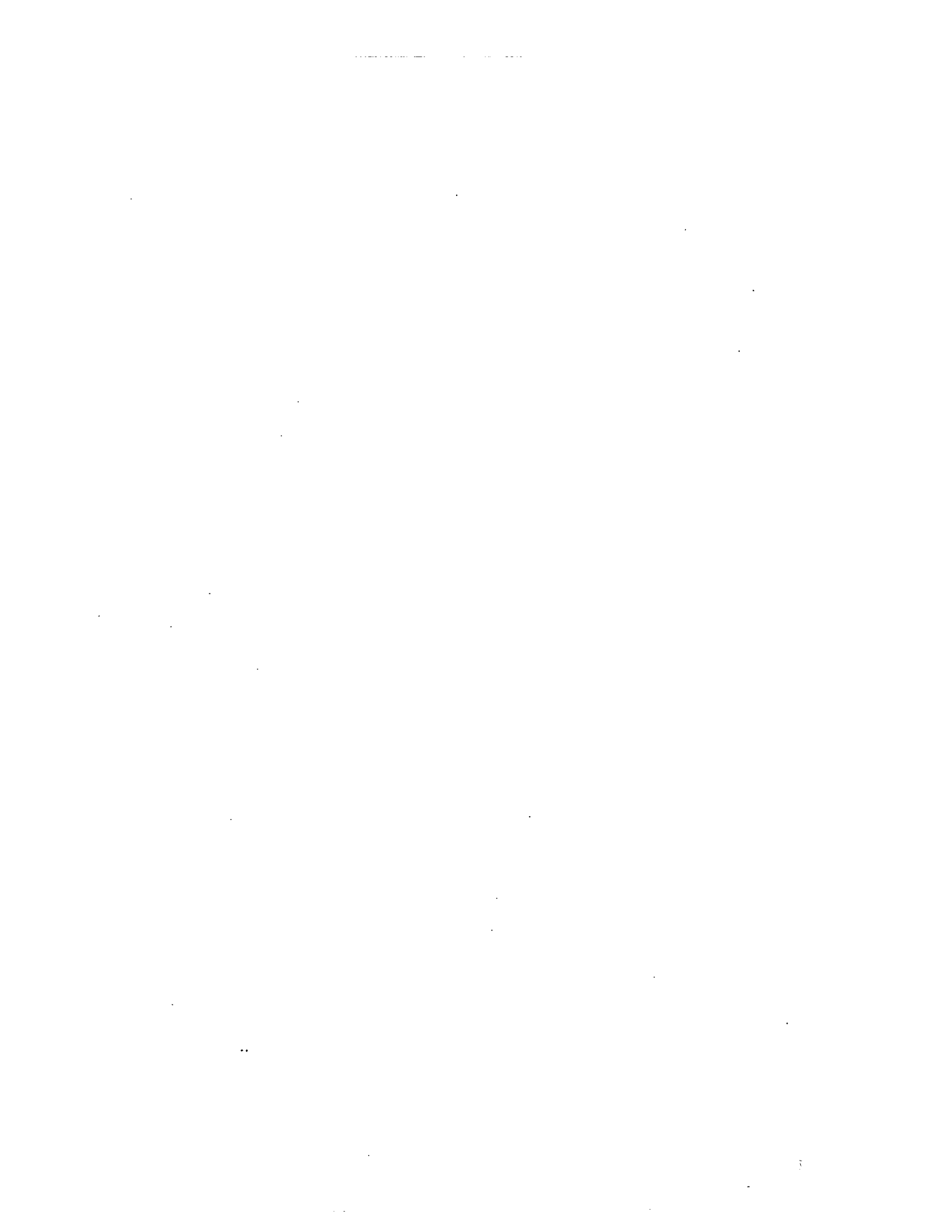
(3)

OTHER EMPLOYEES.

	(a) Males.										Per week of 44 hours. <i>s. d.</i>	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		
Operator responsible for mixing	131 0
Employees engaged on soldering connexions and terminals	127 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery)	127 0
Operator of power-driven machines	125 0
Hand stamper	124 0
All others	121 0
	(b) Females.											
Employees engaged on soldering connexions and terminals	72 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery)	72 3
Operator of power-driven machines	70 6
Hand wrapper	70 6
All others	67 6

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

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





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No. 707]

TUESDAY, AUGUST 23.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 14 (FURNITURE DEALERS).

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

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

1. That in respect of clause 3, as on and from the 18th July, 1949, and in respect of the remaining clauses, as from the beginning of the first pay period to commence in August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.				Other Employees.				
						Within the Metro- politan District.	Outside the Metro- politan District wherever this Determi- nation applies.	
				<i>s.</i>	<i>d.</i>			<i>s.</i>	d.
Under 15 years of age .. .. .	..	..	..	42	0		
15 years of age .. .. .	..	..	..	46	6		
16 years of age .. .. .	..	..	..	61	6		
17 years of age .. .. .	..	..	..	74	0		
18 years of age .. .. .	..	..	..	99	6		
19 years of age .. .. .	..	..	..	124	0		
20 years of age .. .. .	..	..	..	139	0		
PROPORTION (within any shop).								
APPRENTICES.								
One apprentice to every three or fraction of three workers receiving not less than 165s. per week.				Person in charge of a shop (including a branch shop)	179	0	176	0
IMPROVERS.								
One improver to every two or fraction of two workers receiving not less than 165s. per week.				Carvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen	168	0	165	0
				Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched)	159	6	156	6
				Other storemen or packers	155	0	152	0
				All others	151	0	148	0

TIME WAGES.

3. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid—

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

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

and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Saturday	8 a.m.	noon
On the other working days of the week	8 a.m.	5.30 p.m.

MEAL INTERVAL.

5. Each employee shall be entitled to have one hour for a meal interval which must be taken between the hours of noon and 2.15 p.m. In no case shall an employee be required to work more than five hours without an interval for a meal.

OVERTIME.

6. Outside the hours fixed in clause 4 }
 Within the hours fixed in clause 4 in excess of the number of hours as fixed for an ordinary week's work } Time and a half.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

7. Treble time shall be paid within the Metropolitan District and double time elsewhere for all work done on Easter Saturday, and time and a half for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and on Cup Day (Metropolitan District only), and after 12.30 p.m. on Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946*, as are within the area to which this Determination applies). If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

SUNDAYS.

8. Treble time shall be paid for all work done on Sundays.

TERMINATION OF EMPLOYMENT.

9. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages paid or forfeited, as the case may be, in lieu thereof.

TEA MONEY.

10. Any employee who is required to work overtime in excess of two hours on any day shall receive an allowance of 2s. as tea money in addition to the rates provided in clause 6.

RATIONING OF EMPLOYEES.

11. Where it is claimed by the employer that the exigencies of trade necessitate the rationing of employees, then such employer shall give at least seven days' notice of such rationing to the employee concerned.

ANNUAL HOLIDAY.

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

NOTE.—In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.

PROVISION OF BICYCLE OR OTHER MECHANICAL CONVEYANCE.

13. Where an employer directs an employee to provide himself with a bicycle or some other mechanical means of transport in order to carry out his duties, such an employee shall be entitled to an allowance (in addition to any other amount to which he may be entitled under this Determination) as follows:—

For provision of a bicycle 2s. 6d. per week.
 For provision of a motor cycle 10s. per week.
 For provision of a motor car at the rate of 4d. per mile up to a maximum allowance of £3 per week.

SICK LEAVE.

14. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) during the first year—3½ hours' ordinary pay for each complete month of service;
 (ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

PAYMENT OF FARES.

15. Where an employee is temporarily transferred from one branch of an employer's business to another, and such transfer necessitates the employee paying a higher fare in proceeding to and from his home, such excess amount shall be paid by the employer.

PAYMENT OF RENT.

16. A shopkeeper shall not charge any employee who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than 10s. per week.

REFERENCE.

17. An employee on severing his connexion with an employer shall be entitled to and shall receive a reference stating length of employment, character, and qualifications whilst in such employment.

REST PERIODS.

18. All employees shall be allowed two rest periods of not less than five minutes each on each day, the first between the time of commencing work and the mid-day meal interval, and the second between the mid-day meal interval and the ending of work.

CLOTHING ALLOWANCE.

19. Where any employee is required to wear, whilst at work, a washable outer garment (such as overalls, dust coat, &c.) [such outer garment shall be provided and laundered by the employer.

PAYMENT OF WAGES.

20. Payment of wages (including overtime, allowances, fares, &c.) shall be made not later than Thursday in each week.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 22. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 21.

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

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

J. W. RYAN, Secretary.

Melbourne, 18th July, 1949.



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No. 708]

TUESDAY, AUGUST 23.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

NOTE.—This Determination applies to the whole of the State *outside and excepting* the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in or in connexion with a shop as a shop assistant, packer, storeman, or carter," has made the following Determination, viz.:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination as to the lowest prices or rates which may be paid to any person employed in or in connexion with a shop as a shop assistant, packer, storeman, or carter, but not including persons subject to the Determinations of the—

Shops Board No. 3 (Butchers),
Shops Board No. 6 (Chemists),
Shops Board No. 13 (Fuel and Fodder, Country), or the
Hotel and Restaurant Board.

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.			PROPORTION. (In or in connexion with any shop.)
Age.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
15 years of age or under	38 6	31 9	<p><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 159s. per week of 40 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 102s. per week of 40 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923.</p> <p><i>Improvers.</i></p> <p>One male improver to each male worker receiving not less than 159s. per week of 40 hours.</p> <p>One female improver to each female worker receiving not less than 102s. per week of 40 hours.</p> <p>Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.</p>
16 " "	50 9	39 0	
17 " "	65 0	47 3	
18 " "	82 0	57 6	
19 " "	101 6	67 9	
20 " "	127 0	79 0	

OTHER EMPLOYERS.

	Wages Per Week of 40 Hours.	
	Males.	Females.
	s. d.	s. d.
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	185 6	165 6
(b) in charge of one or more persons	199 0	172 6
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	177 6	121 0
Other shop assistants—		
Between the ages of 21 years and 60 years	159 0	} 102 0
†60 years of age or over	149 6	
Packer or storeman	151 0	
Carter driving horse-drawn vehicle	152 0	
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	153 9	
Driver of motor vehicle with a carrying capacity of over 25 cwt.	157 0	
All others	151 0	

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

3. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the day on which the weekly half-holiday is observed	8 a.m.	noon.
On the other working days of the week	8 a.m.	5.30 p.m.

OVERTIME.

4. (a) The rate of time and a half shall be paid for all work done—
- (i) Outside the hours fixed as the times of beginning and ending work.
 - (ii) Within the hours fixed as the times of beginning and ending work in excess of 40 hours in any week.
- (b) When an employee is required to work more than one hour's overtime after the usual time of ceasing work for the day, he shall be paid 2s. 6d. meal money in addition to the prescribed overtime rate; but such payment need not be made to an employee living within the town or township boundary who can reasonably return home for a meal.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rate for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

SPECIAL RATES.

6. All work done on Sunday, Good Friday, Easter Saturday (except in localities in which the weekly half-holiday is observed on a day other than a Saturday), Easter Monday, and the days on which Australia Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and New Year's Day are observed as public holidays, and after noon on Melbourne Show Day, or on some other day in substitution thereof; shall be paid for at the rate of double time.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

SICK LEAVE.

8. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

MIDDAY MEAL.

9. An interval of one hour shall be allowed for the midday meal between the hours of noon and 2 p.m.

GARMENT ALLOWANCE.

10. Any employee who wears, when at work, a washable outer-garment, the laundering of which is not paid for by the employer, shall be paid 3s. per week in addition to the ordinary wage. Such laundering shall be done in the town in which is situated the shop or branch shop at which the employee works.

BICYCLE ALLOWANCE.

11. Where an employee is required to use his or her own bicycle in connexion with the business of an employer, he or she shall be entitled to an allowance of 6d. for each day or part thereof upon which he or she is so required to use such bicycle.

PAYMENT OF WAGES.

12. Wages shall be paid not later than Thursday in each week, and must be paid during working hours.

REFERENCE.

13. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications.

TRANSFER OF EMPLOYEE.

14. Where any employer transfers an employee from one township to another, the employer shall be responsible for and shall pay the whole of the moving expenses, including fares and transport charges, for the employee and his family.

TERMINATION OF EMPLOYMENT.

15. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

RENT OF RESIDENCE.

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

TIME AND WAGES RECORD.

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

DETERMINATION TO BE AVAILABLE.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall be readily available for inspection at any time.

REST PERIOD.

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

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for adults in receipt of the needs basic wage or over set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 21. Provided that the wages of adults, apprentices, or improvers in receipt of less than the needs basic wage shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the area to which this Determination applies ..	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

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

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

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

J. W. RYAN, Secretary.

Melbourne, 13th July, 1949.

SECRET

1. The first of these is the...
2. The second is...

3. The third is...
4. The fourth is...

5. The fifth is...
6. The sixth is...

7. The seventh is...
8. The eighth is...

9. The ninth is...
10. The tenth is...



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No. 709]

TUESDAY, AUGUST 23.

[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 August, 1949.

Dated at Melbourne, this
19th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

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

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.F.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	10 4 6	10 11 0	10 1 6
Electrical instrument maker and/or repairer (as defined) .. .	9 15 6	10 2 0	9 12 6
Installation inspector and/or tender	9 4 6	9 11 0	9 1 6
Shift electrician	9 0 0	9 6 6	8 17 0
Refrigeration mechanic or serviceman	9 0 0	9 6 6	8 17 0
Electrician in charge of plant and/or installation	9 0 0	9 6 6	8 17 0
Electrical fitter and/or armature winder	9 0 0	9 6 6	8 17 0
Battery fitter	9 0 0	9 6 6	8 17 0
Cable jointer, on high tension (over 6,600 volts)	8 18 6	9 5 0	8 15 6
Cable jointer, on low tension (under 6,600 volts)	8 15 6	9 2 0	8 12 6
Cable jointer's mate	7 11 0	7 17 6	7 8 0
Electrical mechanic	9 0 0	9 6 6	8 17 0
Linesman	8 8 0	8 14 6	8 5 0
Linesman's assistant	7 11 0	7 17 6	7 8 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	8 8 0	8 14 6	8 5 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	7 13 6	8 0 0	7 10 6
Meter tester (1st grade)	8 7 0	8 13 6	8 4 0
Meter tester (2nd grade)	8 0 0	8 6 6	7 17 0
Meter fixer	8 0 0	8 6 6	7 17 0
Switchboard attendant	8 6 6	8 13 0	8 3 6
Battery attendant	7 12 0	7 18 6	7 9 0
Electrical fitter's and mechanic's assistant	7 11 0	7 17 6	7 8 0
Process worker	7 10 0	7 16 6	7 7 0
Other employees with not less than three months' experience in the metal trades industry	6 17 0	7 3 6	6 14 0
Employee not elsewhere classified	6 11 0	6 17 6	6 8 0
(b) Wet Battery Manufacturing.			
Plant assembler	8 0 0	8 6 6	7 17 0
Battery repairer (factory)	7 17 0	8 3 6	7 14 0
Mixing and pasting by hand	7 15 0	8 1 6	7 12 0
Charging and moulding of grids	7 15 0	8 1 6	7 12 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	7 14 0	8 0 6	7 11 0
Formation process	7 12 0	7 18 6	7 9 0
All others in this subdivision	7 10 0	7 16 6	7 7 0

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

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

Ship Repairing.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—
- Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
 - Electrical mechanic,
 - Refrigeration mechanic or serviceman.

Contract of Apprenticeship.

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

Cancellation or Suspension of Indenture.

- (c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—
- (i) by mutual consent;
 - (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
 - (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

- (d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

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

In the trade of—

Electrical mechanic,

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

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

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

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

Electrical fitter,
Electrical mechanic, and
Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

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

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

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

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

Wages.

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

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

(j) *Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.			
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
1st year	25	..	0 9	1 11 0	1 13 0	1 10 6
2nd year	33	1 0	1 0	2 2 6	2 4 6	2 1 6
3rd year	50	1 6	1 6	3 4 0	3 7 0	3 2 6
4th year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
5th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 0
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	1 16 0	1 18 0	1 15 6
2nd year	50	1 0	1 6	3 3 6	3 6 6	3 2 0
3rd year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
4th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

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

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

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

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee:

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- if under the age of 16 years—
- on oil or gas burners or fires used for heating of small articles; or
- using electric arc or oxy acetylene blow pipe.

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



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No. 710]

TUESDAY, AUGUST 23.

[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 August, 1949.

Dated at Melbourne, this
19th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 29 of the 11th January, 1940, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	7 13 0	7 19 6	7 10 0
Assembler (assistant)	7 8 0	7 14 6	7 5 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	7 13 0	7 19 6	7 10 0
Belt repairer	7 11 0	7 17 6	7 8 0
Blacksmith's striker	7 11 0	7 17 6	7 8 0
Blacksmith's striker on double fires and other assistant	7 13 0	7 19 6	7 10 0
Block and tackle hand	7 13 0	7 19 6	7 10 0
Boiler (inside) chipper and cleaner	7 17 0	8 3 6	7 14 0
Cold saw operator	7 13 0	7 19 6	7 10 0
Die caster	7 16 0	8 2 6	7 13 0
Dogman	7 13 0	7 19 6	7 10 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mitis and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
*Dresser and grinder using portable machine	7 15 0	8 1 6	7 12 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	7 11 0	7 17 6	7 8 0
(b) other	8 1 0	8 7 6	7 18 0
*Dresser and grinder (other)	7 13 0	7 19 6	7 10 0
*Emery wheel attendant	7 13 0	7 19 6	7 10 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 11 0	7 17 6	7 8 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	7 15 0	8 1 6	7 12 0
Forger's assistant	7 13 0	7 19 6	7 10 0
Friction saw operator	7 11 0	7 17 6	7 8 0
Furnaceman—forge	8 15 6	9 2 0	8 12 6
Furnaceman's assistant—forge	7 13 0	7 19 6	7 10 0
*Furnaceman—electric	8 2 0	8 8 6	7 19 0
*Furnaceman—other (excepting cupols furnaceman)	7 17 0	8 3 6	7 14 0
*Furnaceman's assistant	7 11 0	7 17 6	7 8 0
*Grinding machine or emery wheel operator	7 13 0	7 19 6	7 10 0
Hammer driver	7 13 0	7 19 6	7 10 0
Lagger	7 11 0	7 17 6	7 8 0
Machinist—3rd class (as defined)	7 16 0	8 2 6	7 13 0
Overhead oiler	7 11 0	7 17 6	7 8 0
Painter of ironwork, using spray	7 12 0	7 18 6	7 9 0
Painter of ironwork (other than ship painter) using brush	7 11 0	7 17 6	7 8 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	7 13 0	7 19 6	7 10 0
On bending and cutting machines (assistant)	7 10 0	7 16 6	7 7 0
On steel fabric machines	7 13 0	7 19 6	7 10 0
On steel fabric machines (assistant)	7 8 0	7 14 6	7 5 0
Person working with hammer 14 lb. weight or over—			
On repair work	8 1 3	8 7 9	7 18 3
On other work	7 13 3	7 19 9	7 10 3
Pickler	7 11 0	7 17 6	7 8 0
Piler	7 13 0	7 19 6	7 10 0
Process worker	7 10 0	7 16 6	7 7 0
Rigger and/or splicer	7 17 0	8 3 6	7 14 0
Tar dipper	7 11 0	7 17 6	7 8 0
Other employees with not less than three months' experience in the metal trades industry	6 17 0	7 3 6	6 14 0
Employee not elsewhere classified	6 11 0	6 17 6	6 8 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	8 6 0	8 12 6	8 3 0
Roller	7 19 0	8 5 6	7 16 0
Extrusion press operator	7 18 0	8 4 6	7 15 0
Melter of lead alloys	7 11 0	7 17 6	7 8 0
Lead wool machinist	7 10 0	7 16 6	7 7 0
Molten metal feeder and/or mixer for shot	7 10 0	7 16 6	7 7 0
Roller's assistant	7 11 0	7 17 6	7 8 0
Pipe trap machine operator's assistant	7 11 0	7 17 6	7 8 0
Extrusion press operator's assistant	7 10 0	7 16 6	7 7 0
Other employees with not less than three months' experience in the metal trades industry	6 17 0	7 3 6	6 14 0
All others	6 11 0	6 17 6	6 8 0

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

Leading Hands.

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

Ship Repairing.

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

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

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

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s. The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee :

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

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb

(d) Junior employees shall not be employed :—

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

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





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TUESDAY, AUGUST 23.

[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 August, 1949.

Dated at Melbourne, this
19th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 683 of the 5th July, 1948, shall be replaced by the following clauses:—

2.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere in- cluded.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrumbool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	8 5 0	8 11 0	8 11 6	8 2 0
First-class, with condenser	8 11 6	8 17 6	8 18 0	8 8 6
Second-class	8 0 0	8 6 0	8 6 6	7 17 0
Second-class, with condenser	8 5 0	8 11 0	8 11 6	8 2 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	8 5 0	8 11 0	8 11 6	8 2 0
Under fifty brake horse-power	8 0 0	8 6 0	8 6 6	7 17 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	8 5 0	8 11 0	8 11 6	8 2 0
On motors 100-horse power to 250-horse power inclusive	7 17 0	8 3 0	8 3 6	7 14 0
On motors under 100-horse power	7 11 0	7 17 0	7 17 6	7 8 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
<i>Note.</i> —Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	9 4 0	9 10 0	9 10 6	9 1 0
Others	8 14 6	9 0 6	9 1 0	8 11 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVVIERS AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	9 10 6	9 16 6	9 17 0	9 7 6
Second driver	8 10 6	8 16 6	8 17 0	8 7 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	8 5 0	8 11 0	8 11 6	8 2 0
Others	8 1 0	8 7 0	8 7 6	7 18 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class	9 0 0	9 6 0	9 6 6	8 17 0
Lofty cranes—second-class	8 16 6	9 2 6	9 3 0	8 13 6
Lofty cranes—third-class	8 10 6	8 16 6	8 17 0	8 7 6
Cantilever cranes	8 16 6	9 2 6	9 3 0	8 13 6
Cranes transporting molten metal in foundries	8 9 0	8 15 0	8 15 6	8 6 0
Open hearth furnace crane	8 9 0	8 15 0	8 15 6	8 6 0
Steam travelling cranes	8 9 0	8 15 0	8 15 6	8 6 0
Other steam cranes	8 4 6	8 10 6	8 11 0	8 1 6
Grab cranes	8 9 0	8 15 0	8 15 6	8 6 0
Electric cranes not elsewhere included—				
Four motions and over	8 0 6	8 6 6	8 7 0	7 17 6
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist	7 17 0	8 3 0	8 3 6	7 14 0
Traverser jib				
Hydraulic stationary jib cranes	8 1 0	8 7 0	8 7 6	7 18 0
Mobile cranes lifting capacity up to and including 3 tons	8 6 0	8 12 0	8 12 6	8 3 0
Over 3 tons and up to 5 tons				
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s. 6d. per week up to 10 tons	8 1 0	8 7 0	8 7 6	7 18 0
Fork lift driver	7 13 0	7 19 0	7 19 6	7 10 0
Cranes and hoists not elsewhere included ..	7 5 0	7 11 0	7 11 6	7 2 0
String cranes—five tons or less				
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam) ..	8 8 0	8 14 0	8 14 6	8 5 0
Road roller (oil)	8 6 0	8 12 0	8 12 6	8 3 0
Traction engine (oil—50-brake h.p. or over)	8 8 0	8 14 0	8 14 6	8 5 0
Traction engine (oil—under 50-brake h.p.)	8 3 0	8 9 0	8 9 6	8 0 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor	7 18 0	8 4 0	8 4 6	7 15 0
Internal combustion traction motor	7 18 0	8 4 0	8 4 6	7 15 0
<i>Tow Motors.</i>				
Tow motor	7 12 0	7 18 0	7 18 6	7 9 0
G.—TRACTOR UNIT PLANT.				
<i>The provisions of this Division shall not apply to logging operations.</i>				
Tournapull	9 10 6	9 16 6	9 17 0	9 7 6
Tractors without power operated attachments or with power operated attachments not in use	8 3 0	8 9 0	8 9 6	8 0 0
(a) 50-brake horse power and under	8 8 0	8 14 0	8 14 6	8 5 0
(b) over 50-brake horse power				
Tractors while using power operated attachments—	8 8 0	8 14 0	8 14 6	8 5 0
(a) 35-brake horse power and under	8 18 0	9 4 0	9 4 6	8 15 0
(b) over 35-brake horse power to 70-brake horse power	9 4 0	9 10 0	9 10 6	9 1 0
(c) over 70-brake horse power				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed In— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	8 8 0	8 14 0	8 14 6	8 5 0
Grader, single unit over 40-brake horse power	9 4 0	9 10 0	9 10 6	9 1 0
Grader, single unit 40-brake horse power and under	8 14 0	9 0 0	9 0 6	8 11 0
Concrete paver, single drum	8 3 0	8 9 0	8 9 6	8 0 0
H.—FIREMEN.				
Fireman	7 15 0	8 1 0	8 1 6	7 12 0
Fireman—first-class	8 0 0	8 6 0	8 6 6	7 17 0
Leading fireman—first class	8 7 0	8 13 0	8 13 6	8 4 0
Leading fireman—second-class	8 4 0	8 10 0	8 10 6	8 1 0
Locomotive fireman	7 18 0	8 4 0	8 4 6	7 15 0
I.—GREASERS.				
Greaser or oiler	7 11 0	7 17 0	7 17 6	7 8 0
Greaser or oiler—first-class	8 0 0	8 6 0	8 6 6	7 17 9
Trimmer	7 7 0	7 13 0	7 13 6	7 4 0
Fuelman	7 7 0	7 13 0	7 13 6	7 4 0
Engine cleaner	7 7 0	7 13 0	7 13 6	7 4 0
Boiler cleaner	7 7 0	7 13 0	7 13 6	7 4 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	8 7 0	8 13 0	8 13 6	8 4 0
All others	6 8 0	6 14 0	6 14 6	6 5 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. 6d. per week in lieu of payment under clause 14 for absences arising from sickness or accident.

3.

Additional Rates.

	Per Week.
(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—	<i>s. d.</i>
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—	<i>s. d.</i>
	15 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all 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 loading specified.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
If under 16 years of age ..	25	0 6	1 11 0	1 11 0	1 12 6	1 10 0
If 16 years of age ..	33	0 9	2 1 0	2 1 0	2 3 0	2 0 0
If 17 years of age ..	60	1 0	3 14 0	3 14 0	3 18 0	3 12 6
If 18 years of age ..	75	2 0	4 13 6	4 13 6	4 18 6	4 11 0
If 19, but under 20 years of age ..	90	2 6	5 12 6	5 12 6	5 18 0	5 9 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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



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TUESDAY, AUGUST 23.

[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 August, 1949.

Dated at Melbourne, this
19th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 65 of the 1st February, 1949, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Wages per Week.	Improvers.		
		Improvers other than Flint Improver Blowers.	Wages per Week.	Flint Improver Blower. Wages per Day of 8 Hours.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	67 0	1st year's experience ..	61 0	28 3
2nd " " ..	75 6	2nd " " ..	81 0	
3rd " " ..	86 9	3rd " " ..	93 9	
4th " " ..	96 3	4th year's experience and until	110 0	
5th " " ..	104 3	reaching the age of 21 years		
and thereafter the minimum adult wage or piecework price				

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Mailes.	Wages per Week.	Females.	Wages per Week.
	<i>s. d.</i>		<i>s. d.</i>
Under 16 years of age	36 6	Under 15 years of age	32 9
16 years, but under 17 years of age	41 0	15 years, but under 16 years of age	34 6
17 " " " 18 " " "	52 9	16 " " " 17 " " "	45 3
18 " " " 19 " " "	73 0	17 " " " 18 " " "	49 9
19 " " " 20 " " "	85 6	18 " " " 19 " " "	53 9
20 " " " 21 " " "	97 6	19 " " " 20 " " "	62 6
		20 " " " 21 " " "	71 9

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	<i>£ s. d.</i>
Furnacemen	7 15 6
Lehr attendants	7 6 0
Stickers-up to melter press shop (3 stickers-up)	7 14 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines	7 6 0
Crackers-off on Dip and Blow and Y machines	7 6 0
Melters on side Lever press glazers and battery jar press	7 8 6
Ball blowers 1st year	7 6 0
Ball blowers 2nd year	7 13 6
Ball blowers 3rd year	8 1 0
Taker-out on side lever press	7 8 6
Assistants to journeymen	7 1 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers	7 13 0
Batch mixers' Assistants	7 7 0
Handlers of raw materials (as defined)	7 6 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	7 17 0
Packers doing other packing (as defined)	7 5 0
Packers doing nested cartons (as defined)	7 5 0
Packers doing partitioned cartons (as defined)	7 10 0
Headers-up packed case	7 5 0
Warehouse Assemblers	7 5 0
Warehousemen	7 6 6
Loaders in delivery section	7 14 0
Stackers in delivery section	7 13 0
Sorters	7 12 0
Mould paster	7 10 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels	7 5 0
Cutters-off	7 5 0
Operators on glazing machines	7 5 0
Operators on searing-off machines	7 7 0
Operators on sandblast booth	7 16 0
Acid dippers	7 9 0
Glistler colour handlers	7 9 0
Sprayer	7 14 0
Other adult labour except where hereafter specified	7 1 0

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned receive the following minimum rates, namely:—

Journeymen.	Per Day.
	<i>s. d.</i>
Blowers—	
12" and under	37 9
Over 12" and up to 18"	40 8
Over 18"	45 8
Press workers—	
Press workers on general ware up to 2 lb.	35 6
Press workers on general ware 2 lb. to 5 lb.	36 6
Press workers on general ware over 5 lb.	37 6
Dip mould workers—	
Blowers	35 0
Gatherers	35 0

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following:—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

										Wages per Week.		
										£ s. d.		
Furnacemen	6	13	0
Salt cake burners	6	13	0
Lehrmen	6	7	6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	6	7	6
Salt cake burners' assistants	6	7	6
Packers packing in bags or straw	6	6	6
Sorters	6	6	6
Lister truck hands and assistants	6	5	6
All others	6	4	0

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section, of the said Determination shall remain in force.

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TUESDAY, AUGUST 23.

[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 August, 1949.

Dated at Melbourne, this
19th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 32 of the 11th January, 1949, shall be replaced by the following clauses:—

2.

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.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
<i>Bank pipe moulder—</i>			
5 and 6 inch, headman	8 16 6	9 3 0	8 13 6
5 and 6 inch, footman	8 8 0	8 14 6	8 5 0
4 inch and under, headman	8 11 0	8 17 6	8 8 0
4 inch and under, footman	8 1 0	8 7 6	7 18 0
<i>Vertical pipe moulders—</i>			
Rammer, coremaker, corer, or caster	7 18 6	8 5 0	7 15 6
Dresser of pipes, including dresser on emery wheels	7 18 0	8 4 6	7 15 0

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>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	8 12 0	8 18 6	8 9 0
5 and 6 inch, spigot	8 1 0	8 7 6	7 18 0
4 inch and under, faucet	8 5 0	8 11 6	8 2 0
4 inch and under, spigot	7 17 0	8 3 6	7 14 0
Finishers and casters—			
5 and 6 inch	8 12 0	8 18 6	8 9 0
4 inch and under	8 5 0	8 11 6	8 2 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	9 0 0	9 6 6	8 17 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	7 16 0	8 2 6	7 13 0
2nd six months' experience	7 19 0	8 5 6	7 16 0
3rd six months' experience	8 2 0	8 8 6	7 19 0
Thereafter	8 7 0	8 13 6	8 4 0
Dresser and grinder (when using portable machine)	8 0 0	8 6 6	7 17 0
Dresser and grinder (other)	7 18 0	8 4 6	7 15 0
Furnaceman—cupola	8 5 0	8 11 6	8 2 0
Furnaceman—electric	8 4 0	8 10 6	8 1 0
Furnaceman—other	8 2 0	8 8 6	7 19 0
Assistant furnaceman	7 16 0	8 2 6	7 13 0
Loader and unloader of annealing furnace	7 16 0	8 2 6	7 13 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	7 16 0	8 2 6	7 13 0
(b) other	8 6 0	8 12 6	8 3 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 16 0	8 2 6	7 13 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

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.

3.

APPRENTICESHIP

(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 hereunder provided:—Moulder and/or coremaker—Jobbing.

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) 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 Wages Board, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Proportion.

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—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.

(f) 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.

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

Wages.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippeland Districts.	At Yallourn.	All 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	..	0 9	1 11 0	1 13 0	1 10 6
2nd year	33	1 0	1 0	2 2 6	2 4 6	2 1 6
3rd year	50	1 6	1 6	3 4 0	3 7 0	3 2 6
4th year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
5th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 0
<i>Four-year Terms—Apprentices commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	1 16 0	1 18 0	1 15 6
2nd year	50	1 0	1 6	3 3 6	3 6 6	3 2 0
3rd year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
4th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 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.

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

Overtime and Shift Work.

(j) 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.

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

Lost Time.

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(m) 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.

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

Annual and Sick Leave.

(o) 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 exceptions 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 the under-mentioned :—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable—		
					Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		s. d.	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 8 6	4 12 6	4 6 6
All others	75	3 0	..	7 0	5 1 6	5 6 6	4 19 0
<i>II.—Junior Females.</i>							
17 years of age and under ..	40	1 0	..	3 6	2 13 6	2 16 0	2 12 0
18 years of age	47½	1 3	..	4 0	3 3 0	3 6 6	3 2 0
19 years of age	55	1 6	..	4 6	3 13 0	3 16 6	3 11 6
20 years of age	62½	2 0	..	5 0	4 3 0	4 7 6	4 1 6
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	1 0	2 0	1 14 0	1 15 6	1 13 0
16 years of age	33	0 9	1 9	2 6	2 5 6	2 7 6	2 4 6
17 years of age	60	1 0	3 0	5 0	4 2 0	4 6 0	4 0 6
18 years of age	75	2 0	4 0	6 0	5 3 6	5 8 6	5 1 0
19 years of age and over ..	90	2 6	4 6	7 0	6 4 0	6 9 6	6 1 0

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

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee :

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

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

- (i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
- (ii) Breaking up pig iron.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

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



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, AUGUST 23.

[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 August, 1949.

Dated at Melbourne, this
19th day of August, 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.

	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	47 6	0 9	48 3	46 0	0 9	46 9
16 years of age	64 0	1 0	65 0	48 6	0 9	49 3
17 years of age	76 6	1 3	77 9	54 0	0 9	54 9
18 years of age	99 6	1 6	101 0	59 6	1 0	60 6
19 years of age	133 0	2 0	135 0	73 0	1 3	74 3
20 years of age	139 6	2 3	141 9	83 0	1 3	84 3

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 174s. per week of 40 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 174s. per week of 40 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 98s. per week of 40 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 98s. 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	176 6	3 0	179 6
Grader who grades for the export trade	182 0	3 0	185 0
Females employed filling cartons with boned meat	96 6	1 6	98 0
All others	171 0	3 0	174 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	3s. 9d. per 100
Skinning rabbits (heads on)	3s. 3d. per 100	4s. 7½d. per 100
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb.	
Skinning hares	9s. 3d. per 100	
	plus 69 per cent.	plus 69 per cent.
	plus 81 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.

1. 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	44 6	0 9	45 3	35 6	0 9	36 3
16 years of age	57 6	1 0	58 6	44 6	0 9	45 3
17 years of age	76 0	1 3	77 3	53 0	1 0	54 0
18 years of age	94 6	1 9	96 3	68 6	1 3	69 9
19 years of age	107 6	2 0	109 6	74 0	1 3	75 3
20 years of age	129 6	2 3	131 9	81 6	1 6	83 0

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 162s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 162s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 122s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 122s. 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)	188 6	3 0	191 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)	142 6	2 0	144 6
Foreman having the supervision of four or more workers	179 6	3 0	182 6
Shop hands (males) or salesmen	166 6	3 0	169 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	169 6	3 0	172 6
Wet chain pluckers	177 0	3 0	180 0
Labourers assisting—			
(a) Wholesale fish salesmen	174 6	3 0	177 6
(b) Wholesale poultry salesmen	164 6	3 0	167 6
Persons employed grading and/or placing plucked poultry in boxes	169 6	3 0	172 6
Females employed—			
(a) As shop hands	126 0	1 9	127 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	128 6	1 9	130 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	121 0	1 9	122 9
All others	159 6	3 0	162 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 euta	0	9	per large box
*Splitting euta	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 94 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.

