



VICTORIA GOVERNMENT GAZETTE.

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No. 940]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 30 of the 11th January, 1949, shall be replaced by the following clause:—

2.

Wages.

Apprentices and Improvers.					Other Employees
	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.	
		s. d.	s. d.	s. d.	
1st year's experience	38·4	..	2 6	50 0	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—
2nd year's experience	41·9	..	2 6	54 6	All Employees .. *179s. per week of 40 hours
3rd year's experience	50·0	1 6	1 6	65 0	
4th year's experience	83·0	2 0	2 3	107 0	(b) Employed outside the areas specified in paragraph (a):—
5th year's experience	100·0	2 0	3 0	135 0	All Employees .. *176s. per week of 40 hours
	plus 6s.				

PROPORTION (WITHIN ANY PLACE).

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

* Including a loading of 6s. per week.

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

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No. 941]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 667 of the 22nd June, 1948, shall be replaced by the following clause:—

2.

IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
Age.	Males.	Females.		
	s. d.	s. d.		
Under 16 years..	38 0	34 3		
16 years ..	48 9	38 0		
17 ..	65 6	44 9		
18 ..	72 6	53 9		
19 ..	95 0	64 6		
20 ..	107 3	72 9		

PROPORTION (IN ANY PLACE).			
<i>Improvers.</i>			
One improver to every worker receiving not less than the minimum wage.			
<i>Note.</i> —For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.			

MALES.		s. d.
Persons employed in the cotton wool bleaching department ..	..	160 6
Woollen pickers ..	..	157 6
Feeders of—		
Rag machines ..	..	155 6
Other machines ..	..	155 6
Rippers ..	..	155 6
Persons operating milling machine, hardening machine, or tentering machine ..	..	155 6
Persons operating other machines ..	..	155 6
Assistant to persons operating milling machine, hardening machine, or tentering machine ..	..	153 6
Assistant to persons operating other machines ..	..	153 6
Cotton pickers ..	..	152 6
All others ..	..	151 6
Leading hands, if in charge of four or more workers		5s. a week extra
FEMALES.		
Feeders of rag machines ..	..	113 0
Feeders of machines other than rag machines ..	..	98 6
Rippers ..	..	94 3
Woollen pickers ..	..	99 9
Cotton pickers ..	..	94 3
Weighers and wrappers of cotton wool ..	..	94 3
All others ..	..	94 3
Leading hands, if in charge of four or more workers		5s. a week extra

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

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

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No. 942]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

COAL MINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 144 of the 17th July, 1943, shall be replaced by the following clauses:—

2.

WAGES.

Minors.				Adult Persons.			
Surface Workers.				Surface Workers.			
Age.	Per Day Shift.			All adults—*26s. 10d. per day shift.			
	Wages.	War-time Loading.	Total.				
	s. d.	d.	s. d.	Underground Workers.			
						Per Day Shift.	s. d.
14 years	8 8	3	8 11	Shaft sinkers	.. .. .	31	1
15 "	11 0	4	11 4	Timber drawers	.. .. .	32	1
16 "	13 2	5	13 7	Shiftmen	.. .. .	29	10
17 "	16 2	6	16 8	Platmen	.. .. .	29	10
18 "	18 7	7	19 2	Assistant platmen	.. .. .	28	2
19 "	21 6	8	22 2	Set runners (riding or walking)	.. .. .	29	6
20 "	24 3	9	25 0	Jigmen	.. .. .	29	6
				Wheelers (hand wheeling or using one horse)	.. .. .	28	6
				Wheelers (using two horses)	.. .. .	30	1
				Examiners	.. .. .	32	1
				Contract miners' minimum wage	.. .. .	30	3
				Miners working on coal and/or brushing	.. .. .	30	3
				Persons employed in stone-drives	.. .. .	29	10
				Probationary miners	.. .. .	29	10
				Machine-men (including assistant)	.. .. .	31	7
				Shiftmen acting as examiners	.. .. .	30	10
				Ventilation stopping builders	.. .. .	29	10
				Ventilation stopping builders' assistants	.. .. .	28	6
				Persons not provided for otherwise	.. .. .	28	6

* Including 1/- war-time loading.

3. **SHIFTS.**—That work performed except on a day shift as defined in clause 16 herein shall be paid for at the rate prescribed for day-shift work, with the addition of 7½ per cent.

Clauses (4) to (18) inclusive of the Determination published in *Government Gazette* No. 144 of the 17th July, 1943, shall remain in force.

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No. 943]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FROZEN GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 859 of the 30th September, 1949, shall be replaced by the following clause:—

2.

WAGES.

Improvers and Juvenile Workers.						Other Employees.					
—		Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.	Per Week.					
						Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.		
		£ s. d.	s. d.	£ s. d.	s. d.						
16 years of age and under	17	3 9 11	0 11	3 10 10	1 9½	Chamber hands	10 9 6	4 0	10 13 6	5 4½/10	
17	"	3 18 3	0 11	3 19 2	1 11½						
18	"	4 11 6	1 10	4 13 4	2 4						
19	"	5 8 2	1 10	5 10 0	2 9						
20	"	6 15 7	2 9	6 18 4	3 5½						
For definition of juvenile workers, see clause 11.						Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.					
PROPORTION OF IMPROVERS.											
One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".											

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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 unskilful that no person should be taken as an apprentice to the trade.

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

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



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No. 944]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 763 of the 30th August, 1949, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Citrus Fruit Packing Establishments.		Other Fruit Packing Establishments.*		Other Employees.
	Males.	Females.	Males.	Females.	
	<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 3	47 3	47 3	47 3	Packers, graders or sizers of fruit by hand .. 166 0
16 to 17 years of age ..	58 0	58 0	58 0	58 0	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers).. 166 0
17 to 18 years of age ..	71 3	64 9	71 3	64 9	Persons bringing fruit from and putting fruit into cool-store chambers .. 161 0
18 to 19 years of age ..	94 9	92 6	94 9	75 0	Case ladders and nailers—machine .. 161 0
19 to 20 years of age ..	120 0	96 9	120 0	82 3	Case ladders and nailers—hand .. 161 0
20 to 21 years of age ..	141 0	106 0	141 0	91 9	Case wiremen .. 161 0
* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.					Persons stacking and unstacking cases of fruit, but not in cool chambers .. 156 0
Proportion (in any Place).					Persons feeding grading, washing, or sizing machines .. 156 0
					Empty case hands or case yardsmen .. 156 0
One improver to every two or fraction of two workers receiving not less than the minimum wage.					Case labellers or persons engaged in branding and marking cases .. 156 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 156 0
					Persons sweeping up and removing debris in or around a packing shed .. 156 0
					All others .. 143 0
					<i>Females.</i>
					Packers, graders or sizers of fruit by hand .. 166 0
					All others .. 109 6

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 5s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

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TUESDAY, NOVEMBER 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 November, 1949.

Dated at Melbourne, this
16th day of November, 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	48 0	0 9	48 9	46 6	0 9	47 3
16 years of age	65 0	1 0	66 0	49 6	0 9	50 3
17 years of age	78 0	1 3	79 3	55 0	0 9	55 9
18 years of age	101 0	1 6	102 6	60 6	1 0	61 6
19 years of age	135 0	2 0	137 0	74 0	1 3	75 3
20 years of age	141 6	2 3	143 9	84 6	1 3	85 9

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 176s. per week of 40 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 176s. per week of 40 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 99s. 6d. per week of 40 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 99s. 6d. per week of 40 hours.

OTHER EMPLOYERS.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	178 6	3 0	181 6
Grader who grades for the export trade	184 0	3 0	187 0
Females employed filling cartons with boned meat	98 0	1 6	99 6
All others	173 0	3 0	176 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 } 71 per cent.	4s. 7½d. per 100 } 71 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 } 83 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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	45 0	0 9	45 9	36 0	0 9	36 9
16 years of age	58 6	1 0	59 6	45 0	0 9	45 9
17 years of age	77 6	1 3	78 9	54 0	1 0	55 0
18 years of age	96 0	1 9	97 9	69 6	1 3	70 9
19 years of age	109 0	2 0	111 0	75 0	1 3	76 3
20 years of age	131 6	2 3	133 9	82 6	1 6	84 0

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 16½s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 16½s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 12½s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 12½s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	190 6	3 0	193 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)	144 6	2 0	146 6
Foreman having the supervision of four or more workers	181 6	3 0	184 6
Shop hands (males) or salesmen	168 6	3 0	171 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	171 6	3 0	174 6
Wet chain pluckers	179 0	3 0	182 0
Labourers assisting—			
(a) Wholesale fish salesmen	176 6	3 0	179 6
(b) Wholesale poultry salesmen	166 6	3 0	169 6
Persons employed grading and/or placing plucked poultry in boxes	171 6	3 0	174 6
Females employed—			
(a) As shop hands	128 0	1 9	129 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	130 6	1 9	132 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	123 0	1 9	124 9
All others	161 6	3 0	164 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 cuts	0	9	per large box
*Splitting cuts	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 96 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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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 636 of the 11th August, 1949, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	8 4 0	8 1 0
All other Journeymen	8 10 0	8 7 0
Journeywomen engaged in the trimming of gloves, cutting out forcelts and quirks, or cutting cotton ends	5 8 0	5 5 9
Other Journeywomen	5 13 6	5 11 3

NOTE:—Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

No. 946.—11188/49.—PRICE 3d.

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.
	s. d.	s. d.
Five year terms—		
First year's experience	39 0	38 0
Second year's experience	45 6	44 6
Third year's experience	65 0	63 6
Fourth year's experience	104 0	101 6
Fifth year's experience	130 0	127 0
Four year terms—		
First year's experience	39 0	38 0
Second year's experience	65 0	63 6
Third year's experience	104 0	101 6
Fourth year's experience	130 0	127 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 :—

Cutting or clicking;
Trunks, and/or leather bag and case maker;
Fibre, veneer, canvas or other case maker;
Machine belt maker;
Sporting goods maker of leather;
Ladies' hand bag, wallet and purse maker;
Leather goods maker;
Glove maker (other than sporting goods);
Leather coats, hats or caps maker;

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

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

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 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.
	s. d.	s. d.
Under 16 year of age	39 0	38 0
16 and under 17 years of age	52 0	50 9
17 and under 18 years of age	65 0	63 6
18 and under 19 years of age	78 0	76 3
19 and under 20 years of age	104 0	101 6
20 and under 21 years of age	130 0	127 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.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

JUNIORS 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	39 0	38 0
16 and under 17 years of age	48 9	47 6
17 and under 18 years of age	55 3	54 0
18 and under 19 years of age	61 9	60 3
19 and under 20 years of age	68 5	66 9
20 and under 21 years of age	84 6	82 6

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.



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 518 of the 9th June, 1949, shall be replaced by the following clauses:—

2.	WAGES PER WEEK OF 40 HOURS.	s. d.
Nail or tack tool maker	167 0
Nail or tack machinist	158 0
Assistant to nail or tack machinist	153 0
Roofing nail heading machinist	158 0
Barbed wire tool maker or machinist	158 0
Assistant to barbed wire machinist	153 0
Clipper or tier-up on concertina barbed wire	152 0
Rumbler	152 0
Galvanizer	163 0
Pickler—Head, or where only one pickler is employed	157 0
Assistant pickler	151 0
Assistant working over metal pot	157 0
Swinger	149 0
Wire-drawing plate setter	156 0
Wire-drawing block operator	152 0
Tack Inspector	152 0
Storeman, packer, or sorter	157 6
Other employees with not less than three months' experience in the metal trades industry	139 0
All others	133 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.

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

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) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

(f) The minimum weekly rates of wages 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 war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) Wages per Week of 40 Hours.

						Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
						Per Week.	Per Week.	Per Week.	Per Week.
							s. d.	s. d.	s. d.
1st year ..	..	..	..	..	..	25	..	0 9	31 6
2nd year ..	..	..	..	..	..	33	1 0	1 0	43 0
3rd year ..	..	..	..	..	..	50	1 6	1 6	65 0
4th year ..	..	..	..	..	..	83	2 0	2 3	107 0
5th year ..	..	..	..	..	..	100	2 0	3 0	135 0
						plus 6s.			
<i>Four and Five-year Terms.</i>									
						Per Week.	Per Week.	Per Week.	Per Week.
							s. d.	s. d.	s. d.
1st year ..	..	..	..	..	..	29	..	0 9	36 6
2nd year ..	..	..	..	..	..	50	1 0	1 6	64 6
3rd year ..	..	..	..	..	..	83	2 0	2 3	107 0
4th year ..	..	..	..	..	..	100	2 0	3 0	135 0
						plus 6s.			
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>									
1st year ..	..	..	..	..	..	29	..	0 9	36 6
2nd year ..	..	..	..	..	..	50	1 0	1 6	64 6
3rd year ..	..	..	..	..	..	83	2 0	2 3	107 0
4th year ..	..	..	..	..	..	100	2 0	3 0	135 0
						plus 6s.			

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(k) 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.

(l) 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.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
<i>I.—Adult Females.</i>				
Under three months' experience	65	s. d. 3 0	s. d. 6 0	s. d. 89 6
All others	75	3 0	7 0	103 0
<i>II.—Junior Females.</i>				
17 years of age and under	40	1 0	3 6	54 0
18 years of age	47½	1 3	4 0	64 0
19 years of age	55	1 6	4 6	74 0
20 years of age	62½	2 0	5 0	84 6
<i>III.—Improvers and Junior Males.</i>				
Under 16 years of age	25	0 6	2 0	33 6
16 years of age	35	0 9	3 0	47 0
17 years of age	47½	1 0	4 0	64 0
18 years of age	60	1 0	5 0	80 6
19 years of age	75	2 0	6 0	101 0
20 years of age	90	2 0	7 0	120 6

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

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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

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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY H. BEERS,
Secretary for Labour.

POTTERY BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 48 of the 28th January, 1949, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordalloe; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eitham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	31 3	1 3	2 3	34 9
15 years of age		36 6	1 6	2 9	40 9
16 " "		41 6	1 6	3 3	46 3
17 " "		49 9	1 9	3 9	55 3
18 " "		67 0	2 6	5 0	74 6
19 " "		78 9	3 0	6 0	87 9
20 " "		96 9	3 9	7 3	107 9

FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	30 9	1 3	2 3	34 3	..	..	..	..
2nd 6 months	35 6	1 3	2 9	39 6	..	..	..	..
1st year .. .. .	..	..	..	..	35 6	1 3	2 9	39 6
2nd "	40 3	1 6	3 0	44 9	43 3	1 9	3 3	48 3
3rd "	43 3	1 9	3 3	48 3	49 0	1 9	3 9	54 6
4th "	49 0	1 9	3 9	54 6	56 0	2 0	4 3	62 3
5th "	56 0	2 0	4 3	62 3	62 0	2 3	4 9	69 0
6th "	62 0	2 3	4 9	69 0	..	..	..	..
and thereafter the minimum wage								

FEMALES—continued.

Wages per Week.

Commencing Age.								
17 Years.				18 Years.				
Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st Year	41 6	1 6	3 3	46 3	43 3	1 9	3 3	48 3
2nd	49 0	1 9	3 9	54 6	56 0	2 0	4 3	62 3
3rd	56 0	2 0	4 3	62 3	62 0	2 3	4 9	69 0
4th	62 0	2 3	4 9	69 0	..	..	..	..
and thereafter the minimum wage								

Commencing Age.								
19 Years.				20 Years.				
Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year	49 0	1 9	3 9	54 6	58 3	2 3	4 6	65 0
2nd	62 0	2 3	4 9	69 0	..	..	..	..
and thereafter the minimum wage								

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	30 6	1 3	2 3	34 0
15 years of age		33 0	1 3	2 6	36 9
16		40 3	1 6	3 0	44 9
17		45 3	1 9	3 6	50 6
18		65 0	2 6	5 0	72 6
19		75 3	3 0	5 9	84 0
20		93 0	3 9	7 0	103 9

FEMALES.

Wages per Week.

Commencing Age.								
15 Years or Under.				16 Years.				
Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st 6 months	30 6	1 3	2 3	34 0	..	..	..	..
2nd 6 months	34 0	1 3	2 6	37 9	..	..	..	..
1st year .. .. .	..	..	..	34 0	1 3	2 6	37 9	
2nd	38 3	1 6	3 0	42 9	42 0	1 9	3 3	47 0
3rd	42 0	1 9	3 3	47 0	44 9	1 9	3 6	50 0
4th	44 9	1 9	3 6	50 0	53 0	2 0	4 0	59 0
5th	53 0	2 0	4 0	59 0	60 3	2 3	4 9	67 3
6th	60 3	2 3	4 9	67 3	..	..	..	..
and thereafter the minimum wage								

FEMALES—continued.

Wages per Week.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
1st year	s. d. 35 6	s. d. 1 3	s. d. 2 9	s. d. 39 6	s. d. 41 6	s. d. 1 9	s. d. 3 3	s. d. 46 6
2nd „	44 3	1 9	3 6	49 6	53 0	2 0	4 0	59 0
3rd „	53 0	2 0	4 0	59 0	60 3	2 3	4 9	67 3
4th „	60 3	2 3	4 9	67 3	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
1st year	s. d. 45 6	s. d. 1 9	s. d. 3 6	s. d. 50 9	s. d. 53 0	s. d. 2 0	s. d. 4 0	s. d. 59 0
2nd „	60 3	2 3	4 9	67 3	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

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

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

An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

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

Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3877) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.		Wages per Week.	
	s. d.	s. d.	s. d.	s. d.
All Departments.				
Head burner	161 0	4 0 ⁸ / ₁₀	158 0	3 11 ² / ₁₀
All other burners	155 0	3 10 ¹ / ₂	152 0	3 9 ¹ / ₂
Mouldmakers	163 0	4 0 ⁸ / ₁₀	160 0	4 0
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	167 0	4 2 ¹ / ₁₀	167 0	4 2 ¹ / ₁₀
All other clayhole men (employers to provide tools)	157 0	3 11 ¹ / ₁₀	154 0	3 10 ¹ / ₂
Men boring or using explosives	162 0	4 0 ¹ / ₂	159 0	3 11 ⁷ / ₁₀
FEMALES.				
Females	81 3	2 0 ¹ / ₂	78 3	1 11 ¹³ / ₁₀
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	162 0	4 0 ¹ / ₂	159 0	3 11 ⁷ / ₁₀
Man in charge of plunger	154 6	3 10 ² / ₂₀	151 6	3 9 ¹ / ₁₀
Pressers	158 0	3 11 ² / ₁₀	155 0	3 10 ¹ / ₂
Setters	158 0	3 11 ² / ₁₀	155 0	3 10 ¹ / ₂
Junction sticker	158 0	3 11 ² / ₁₀	155 0	3 10 ¹ / ₂
Man working pipe flanging machine	152 0	3 9 ¹ / ₂	149 0	3 8 ⁷ / ₁₀
Bitumen jointers	151 0	3 9 ³ / ₁₀	148 0	3 8 ² / ₁₀
Drawers	152 0	3 9 ¹ / ₂	149 0	3 8 ⁷ / ₁₀
Feeders of pipe machine	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Hand feeders of raw or burnt clay into crusher or grinding pan	152 0	3 9 ¹ / ₂	149 0	3 8 ⁷ / ₁₀
Man carrying or wheeling into or out of kiln or to or away from kiln	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Man sorting pipes	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Pipe dressers	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Packers of goods into railway trucks	148 0	3 8 ² / ₁₀	145 0	3 7 ¹ / ₂
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	145 0	3 7 ¹ / ₂	142 0	3 6 ¹ / ₂

All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
Dust Tile Making.				
Leading hand slip making	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Slip house attendants	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Head placer inside a kiln	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Head Dipper	158 0	3 11 ¹ / ₂	155 0	3 10 ¹ / ₅
Dipper and/or spray operator	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Man hand-pressing dust tiles with 6-in. press	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Setter and/or drawer	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Sagger maker	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Man operating lever on sagger machine	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Man carrying into or out of kiln	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Head packer	155 0	3 10 ¹ / ₅	152 0	3 9 ³ / ₅
Packer who packs articles with protective substances into containers with secured lids ..	151 0	3 9 ³ / ₁₀	148 0	3 8 ² / ₅
Other packers	148 0	3 8 ² / ₅	145 0	3 7 ¹ / ₂
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	145 0	3 7 ¹ / ₂	142 0	3 6 ¹ / ₂
General Pottery and Insulator Making.				
Leading hand employed at pinning, loading, and/or cementing insulators or similar ware	157 0	3 11 ¹ / ₁₀	154 0	3 10 ¹ / ₅
Man employed at pinning, loading, and/or cementing insulators or similar ware ..	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Sanitary ware presser	155 0	3 10 ¹ / ₅	152 0	3 9 ³ / ₅
Head packer	155 0	3 10 ¹ / ₅	152 0	3 9 ³ / ₅
Packer who packs articles with protective substances into containers with secured lids ..	151 0	3 9 ³ / ₁₀	148 0	3 8 ² / ₅
Other packers	148 0	3 8 ² / ₅	145 0	3 7 ¹ / ₂
Leading hand slip making	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Slip house attendants	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Tea-pot hand pressers	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Man fixing handles or spouts	151 0	3 9 ³ / ₁₀	148 0	3 8 ² / ₅
Hollow ware presser or head dipper	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Turner	157 0	3 11 ¹ / ₁₀	154 0	3 10 ¹ / ₅
Caster	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Stoneware thrower—				
4th year's experience	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
5th year's experience	155 0	3 10 ¹ / ₅	152 0	3 9 ³ / ₅
and thereafter	163 0	4 0 ⁹ / ₁₀	160 0	4 0
Head placer inside a kiln	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Head dipper	158 0	3 11 ¹ / ₂	155 0	3 10 ¹ / ₅
Dipper and/or spray operator	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Other placers	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Sagger maker	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Jolly and jigger hands	155 0	3 10 ¹ / ₅	152 0	3 9 ³ / ₅
Pressers (screw and lever type inclusive) ..	154 6	3 10 ⁷ / ₂₀	151 6	3 9 ⁹ / ₂₀
Man, other than setter or placer, employed in the kiln handling or carrying ware or sagers into or out of kiln	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Hand feeders of raw or burnt clay into crusher or grinding pan	152 0	3 9 ³ / ₅	149 0	3 8 ⁷ / ₁₀
Grinders of burnt ware	154 0	3 10 ¹ / ₅	151 0	3 9 ⁹ / ₁₀
Potter's printer	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Man operating lever on sagger machine ..	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	145 0	3 7 ¹ / ₂	142 0	3 6 ¹ / ₂

PIECEWORK.

20. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	3s. 0 ¹ / ₂ d. per trap
Boundary traps, 4 inches	2s. 2 ¹ / ₂ d. ..
Gully traps (flanged)	1s. 11d. each
Disconnectors	1s. 11d. ..
Basins	1s. 11d. ..
Junctions	26s. 3 ¹ / ₂ d. per 100

PIECEWORK—continued.

GENERAL POTTERY.				Cottage Pans and Traps.	
Chambers.		Cane.			
	Turning. per gross.		Handling per gross.		
12's	18s. 0½d.	..	18s. 0½d.	Pans	30s. 9d. per doz.
9's	21s. 5d.	..	21s. 5d.	Traps	30s. 9d. „
6's	24s. 8½d.	..	24s. 8½d.		
9s. 1d. per gross extra to be allowed for embossed chambers.					
				Bottles (Throwing).	
				Acid bottles, including stopping and stamping (3 gallon)	
				19s. 4½d. per dozen bottles	

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.				GENERAL POTTERY.	
				Pedestal Pans (Hand Pressed).	
Boundary traps, 6 inches	2s. 11½d. per trap			SIZES whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—	
Boundary traps, 4 inches	2s. 0d. „			Straight fronts—	
Gully traps (flanged)	1s. 9d. each			Cane	
				White	
				Hollow fronts—	
				Cane	
				White	
				SIZES exceeding above dimensions—	
				Cane	
				White	
				Jars (Throwing).	
				Squat jars—	
				Under 2 gallons	
				2 gallons and over	
				Ginger Beer and Ale Bottles (Throwing).	
				1 gallon (screwed)	
				Ale bottles	
				Others	

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, NOVEMBER 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 November, 1949.

Dated at Melbourne, this

16th day of November, 1949.

RAY. H. BEERS,

Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

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

2.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES.						
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>						
Brass finisher, tradesman	s. d. 176 0	s. d. 6 0	s. d. 182 0	s. d. 173 0	s. d. 6 0	s. d. 179 0
Carpenter on maintenance work	176 0	6 0	182 0	173 0	6 0	179 0
Coremaker, jobbing	176 0	6 0	182 0	173 0	6 0	179 0
Die maker (see "toolmaker")	171 6	5 0	176 6	168 6	5 0	173 6
Die setter	171 6	5 0	176 6	168 6	5 0	173 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	180 6	6 0	186 6	177 6	6 0	183 6
Electrical fitters	176 0	6 0	182 0	173 0	6 0	179 0
Electrical mechanic	176 0	6 0	182 0	173 0	6 0	179 0
Fitter and/or turner, tradesman	176 0	6 0	182 0	173 0	6 0	179 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	150 0	3 0	153 0	147 0	3 0	150 0
Jigmaker, in wood or metal	176 0	6 0	182 0	173 0	6 0	179 0
Machinist (metal), first class	176 0	6 0	182 0	173 0	6 0	179 0
Machinist (metal), second class	163 0	4 0	167 0	160 0	4 0	164 0
Machinist (metal), third class	155 0	3 0	158 0	152 0	3 0	155 0
Machinist (wood) (see "wood machinist")						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")						
Panel worker, tradesman	176 0	6 0	182 0	173 0	6 0	179 0
Pattern maker	190 0	5 0	195 0	187 0	5 0	192 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—						
(a) such tradesmen shall not be required to work to drawings or prints;						
(b) whilst so employed shall be paid a rate of ..	180 6	6 0	186 6	177 6	6 0	183 6
Pipe fitter—						
(a) On high pressure work (i.e., live steam or hydraulic press work)	176 0	6 0	182 0	173 0	6 0	179 0
(b) On low pressure work	163 0	4 0	167 0	160 0	4 0	164 0
Saw doctor	180 6	6 0	186 6	177 6	6 0	183 6
Smith, tradesman	177 6	6 0	183 6	174 6	6 0	180 6
Template maker	182 0	6 0	188 0	179 0	6 0	185 0
Tool maker, tool hardener, and die maker (in wood or metal)	185 0	10 0	195 0	182 0	10 0	192 0
Tradesman, the greater part of whose time is occupied marking off	180 6	6 0	186 6	177 6	6 0	183 6
Trimmer, tradesman (on development work)	175 0	6 0	181 0	173 0	6 0	179 0
Turner (see "Fitter and/or turner").						
Welder, first class	180 6	5 0	185 6	177 6	5 0	182 6
Welder, second class	165 0	4 0	169 0	162 0	4 0	166 0
Welder, third class	155 0	3 0	158 0	152 0	3 0	155 0
Welder, fourth class	150 6	3 0	153 6	147 6	3 0	150 6
Wood machinist, first class	171 6	5 0	176 6	168 6	5 0	173 6
Production.						
Acid washer	160 0	3 0	163 0	157 0	3 0	160 0
Air hammer operator	165 0	4 0	169 0	162 0	4 0	166 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	152 0	3 0	155 0	149 0	3 0	152 0
Assembler (aero engine)	176 0	6 0	182 0	173 0	6 0	179 0
Assembler and/or wiper, chassis	159 0	3 0	162 0	156 0	3 0	159 0
Assembler, cushion and squab spring	156 0	3 0	159 0	153 0	3 0	156 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	165 0	4 0	169 0	162 0	4 0	166 0
Assembler of bodies or parts of bodies "on the line" ..	171 6	5 0	176 6	168 6	5 0	173 6
Assembler of chassis parts independently of main assembly	159 0	3 0	162 0	156 0	3 0	159 0
Assembler, windscreen frame	156 0	3 0	159 0	153 0	3 0	156 0
Axle maker	176 0	6 0	182 0	173 0	6 0	179 0
Axle turner	176 0	6 0	182 0	173 0	6 0	179 0
Band and/or jig sawyer, trim	165 0	4 0	169 0	162 0	4 0	166 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	167 0	5 0	172 0	164 0	5 0	169 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	155 0	3 0	158 0	152 0	3 0	155 0
Body maker, first class	176 0	6 0	182 0	173 0	6 0	179 0
Body maker, second class	171 6	5 0	176 6	168 6	5 0	173 6
Body moulder	159 0	3 0	162 0	156 0	3 0	159 0
Bow socket enameller (see "enameller").						
Bulldozer operator—						
(a) Setting up machine	163 6	4 0	167 6	160 6	4 0	164 6
(b) Not setting up machine	155 0	3 0	158 0	152 0	3 0	155 0
Chassis assembler (see "Assembler").						
Checker (chassis assembly and/or vehicle pre-delivery) ..	166 0	4 0	170 0	163 0	4 0	167 0
Cold setter	158 0	3 0	161 0	155 0	3 0	158 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	171 6	5 0	176 6	168 6	5 0	173 6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	171 6	5 0	176 6	168 6	5 0	173 6
Dipper and hanger (paint)	149 0	3 0	152 0	146 0	3 0	149 0
Dipper, solder or tin	155 0	3 0	158 0	152 0	3 0	155 0
Driller	151 0	3 0	154 0	148 0	3 0	151 0
Driller	153 0	3 0	156 0	150 0	3 0	153 0
Driller	155 0	3 0	158 0	152 0	3 0	155 0
Drop hammer smith—						
(a) When dies are not used	177 6	6 0	183 6	174 6	6 0	180 6
(b) When dies are used	155 0	3 0	158 0	152 0	3 0	155 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
Production—continued.						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Drop hammer stamper	150 6	3 0	153 6	147 6	3 0	150 6
Edge turner (see "Panel edge trimmer").						
Electric machine outter (trim)	165 0	4 0	169 0	162 0	4 0	166 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	176 0	6 0	182 0	173 0	6 0	179 0
Electroplater, second class	163 0	4 0	167 0	160 0	4 0	164 0
Electroplater, third class	148 0	3 0	151 0	145 6	3 0	148 6
Enameller, bow socket	152 6	3 0	155 6	149 6	3 0	152 6
Enameller in colours and/or varnisher (finishing coat brush)	171 6	5 0	176 6	168 6	5 0	173 6
Folding machine operator	156 0	3 0	159 0	153 0	3 0	156 0
Frame operative (cushion and squabs)	156 0	3 0	159 0	153 0	3 0	156 0
Furnace brazier	163 6	4 0	167 6	160 6	4 0	164 6
Furnaceman	155 0	3 0	158 0	152 0	3 0	155 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	165 0	4 0	169 0	162 0	4 0	166 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	155 0	3 0	158 0	152 0	3 0	155 0
Grinder and/or buffer (metal) using portable machine	160 0	3 0	163 0	157 0	3 0	160 0
Guillotine machinist	156 0	3 0	159 0	153 0	3 0	156 0
Hammer driver, steam, pneumatic, or other power	150 6	3 0	153 6	147 6	3 0	150 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	145 0	3 0	148 0	142 0	3 0	145 0
Labourer assisting without using tools (chassis assembly)	145 0	3 0	148 0	142 0	3 0	145 0
Liner	171 6	5 0	176 6	168 6	5 0	173 6
Machinist (metal), first class	176 0	6 0	182 0	173 0	6 0	179 0
Machinist (metal), second class	163 0	4 0	167 0	160 0	4 0	164 0
Machinist (metal), third class	155 0	3 0	158 0	152 0	3 0	155 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	163 6	4 0	167 6	160 6	4 0	164 6
Marker-out or scriber (using patterns or templates)	154 0	3 0	157 0	151 0	3 0	154 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher and/or grinder	157 0	3 0	160 0	154 0	3 0	157 0
Painter, coach (brush)	171 6	5 0	176 6	168 6	5 0	173 6
Painter, spray (on coats other than priming)	171 6	5 0	176 6	168 6	5 0	173 6
Painter, spray and/or brush (on prime coats)	160 0	3 0	163 0	157 0	3 0	160 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	152 6	3 0	155 6	149 6	3 0	152 6
Painter's labourer	147 0	3 0	150 0	144 0	3 0	147 0
Panel beater, first class	176 0	6 0	182 0	173 0	6 0	179 0
Panel beater, second class	171 6	5 0	176 6	168 6	5 0	173 6
Panel edge turner	163 0	4 0	167 0	160 0	4 0	164 0
Panel fixer, metal	156 0	3 0	159 0	153 0	3 0	156 0
Panel machinist (other)	155 0	3 0	158 0	152 0	3 0	155 0
Panel worker, dent knocker and/or metal finisher	171 6	5 0	176 6	168 6	5 0	173 6
Paster (trim)	157 0	3 0	160 0	154 0	3 0	157 0
Petrol tank operative	157 0	3 0	160 0	154 0	3 0	157 0
Pickler	155 0	3 0	158 0	152 0	3 0	155 0
Plate glass beveller	167 0	5 0	172 0	164 0	5 0	169 0
Plate glass cutter	167 0	5 0	172 0	164 0	5 0	169 0
Plate glass driller	167 0	5 0	172 0	164 0	5 0	169 0
Plate glass grinder	152 6	3 0	155 6	149 6	3 0	152 6
Plat stuffer	155 0	3 0	158 0	152 0	3 0	155 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	163 0	4 0	167 0	160 0	4 0	164 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	164 0	4 0	168 0	161 0	4 0	165 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	149 0	3 0	152 0	146 0	3 0	149 0
Press operator (light)	154 0	3 0	157 0	151 0	3 0	154 0
Process worker	149 0	3 0	152 0	146 0	3 0	149 0
Riveter on motor truck or wagon body	171 6	5 0	176 6	168 6	5 0	173 6
Riveter, chassis	159 0	3 0	162 0	156 0	3 0	159 0
Riveter, other (up to and including $\frac{1}{2}$ -in. rivet)	156 0	3 0	159 0	153 0	3 0	156 0
Rotary buff operator—						
(a) While doing dent knocking	171 6	5 0	176 6	168 6	5 0	173 6
(b) While not doing dent knocking on the line	165 0	4 0	169 0	162 0	4 0	166 0
Rotary shearing machinist	163 0	4 0	167 0	160 0	4 0	164 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	151 0	3 0	154 0	148 0	3 0	151 0
Screw and/or tapper	150 6	3 0	153 6	147 6	3 0	150 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	155 0	3 0	158 0	152 0	3 0	155 0
Smith tradesmen	177 6	6 0	183 6	174 6	6 0	180 6
Solderer, "on the line"	171 6	5 0	176 6	168 6	5 0	173 6
Solderer not "on the line"	165 0	4 0	169 0	162 0	4 0	166 0
Solderer (on other than body work)	165 0	4 0	169 0	162 0	4 0	166 0
Spotter and/or toucher-up	171 6	5 0	176 6	168 6	5 0	173 6
Spray painter (see "Painter, spray")	176 0	6 0	182 0	173 0	6 0	179 0
Spring fitter	171 6	5 0	176 6	168 6	5 0	173 6
Spring maker, cushion and squab	176 0	6 0	182 0	173 0	6 0	179 0
Spring maker, laminated	163 6	4 0	167 6	160 6	4 0	164 6
Spring maker, spiral (by hand)	155 0	3 0	158 0	152 0	3 0	155 0
Spring service worker	171 6	5 0	176 6	168 6	5 0	173 6
Squab and/or cushion maker	159 0	3 0	162 0	155 0	3 0	158 0
Stopper-up	156 0	3 0	159 0	153 0	3 0	156 0
Stove attendant, electric	155 0	3 0	158 0	152 0	3 0	155 0
Strap maker	156 0	3 0	159 0	153 0	3 0	156 0
Stretching machine operator	150 0	3 0	153 0	147 0	3 0	150 0
Striker	155 0	3 0	158 0	152 0	3 0	155 0
Tapper (see "Screw and/or tapper")	147 0	3 0	150 0	144 0	3 0	147 0
Tester	154 0	3 0	157 0	151 0	3 0	154 0
Timber kiln attendant	148 0	3 0	151 0	145 0	3 0	148 0
Timber orderman	158 0	3 0	161 0	155 0	3 0	158 0
Timber stacker	167 0	5 0	172 0	164 0	5 0	169 0
Toucher-up (see "Spotter and/or toucher-up")	163 0	4 0	167 0	160 0	4 0	164 0
Transfer grainer	171 6	5 0	176 6	168 6	5 0	173 6
Trimmer, sectional (on the line)	152 6	3 0	155 6	149 6	3 0	152 6
Trimmer, sectional (off line)	152 6	3 0	155 6	149 6	3 0	152 6
Trimmer, tradesman (including cutter by hand)	155 0	3 0	158 0	152 0	3 0	155 0
Tube maker	158 0	3 0	161 0	155 0	3 0	158 0
Tyre fitter	150 0	3 0	153 0	147 0	3 0	150 0
Uni-shear operator	180 6	5 0	185 6	177 6	5 0	182 6
Varnisher (see "Enameller in colours and/or varnisher")	173 0	5 0	178 0	170 0	5 0	175 0
Vyocman	165 0	4 0	169 0	162 0	4 0	166 0
Washer using phenyl, petrol, kerosene, &c.	165 0	4 0	169 0	162 0	4 0	166 0
Welder, "A" grade	156 0	3 0	159 0	153 0	3 0	156 0
Welder, "B" grade	160 0	3 0	163 0	157 0	3 0	160 0
Welder, federal aluminium	171 6	5 0	176 6	168 6	5 0	173 6
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	166 0	4 0	170 0	163 0	4 0	167 0
Welder, electric spot and butt	166 0	4 0	170 0	163 0	4 0	167 0
Wet rubber and/or polisher (paint)	168 0	4 0	172 0	165 0	4 0	169 0
Windscreen frame assembler (see "Assembler")	166 0	4 0	170 0	163 0	4 0	167 0
Wood machinist, first class	168 0	4 0	172 0	165 0	4 0	169 0
Wood machinist, second class	171 6	5 0	176 6	168 6	5 0	173 6
Writer	163 0	4 0	167 0	160 0	4 0	164 0
Horse-drawn Vehicles.						
Axle maker	176 0	6 0	182 0	173 0	6 0	179 0
Axle turner	171 6	5 0	176 6	168 6	5 0	173 6
Grainer	171 6	5 0	176 6	168 6	5 0	173 6
Nave mortise and boring machinist	154 0	3 0	157 0	151 0	3 0	154 0
Nave turner	166 0	4 0	170 0	163 0	4 0	167 0
Signwriter	171 6	5 0	176 6	168 6	5 0	173 6
Spoke lather	166 0	4 0	170 0	163 0	4 0	167 0
Spoke planer	166 0	4 0	170 0	163 0	4 0	167 0
Spoke tenoner	166 0	4 0	170 0	163 0	4 0	167 0
Spoke throater	166 0	4 0	170 0	163 0	4 0	167 0
Timber bender	166 0	4 0	170 0	163 0	4 0	167 0
Wheelwright and wheel maker	171 6	5 0	176 6	168 6	5 0	173 6
(All other classifications as prescribed for in other Sections.)						
Rolling Stock.						
Body maker	176 0	6 0	182 0	173 0	6 0	179 0
Pitman	163 6	4 0	167 6	160 6	4 0	164 6
Wheel grinder	163 6	4 0	167 6	160 6	4 0	164 6
Wheel turner	176 0	6 0	182 0	173 0	6 0	179 0
(All other classifications as prescribed for in other Sections.)						
Miscellaneous (Wherever Employed).						
Acetylene generator operator in charge of installation	159 0	3 0	162 0	156 0	3 0	159 0
Driver of chassis and/or new vehicle	149 0	3 0	152 0	146 0	3 0	149 0
Case maker	152 6	3 0	155 6	149 6	3 0	152 6
Case repairer	149 0	3 0	152 0	146 0	3 0	149 0

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

FEMALES.

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

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

						Per Week of 40 Hours.		
						£	s.	d.
For the first six months	..	..	..	..	..	4	7	6
Thereafter	..	..	..	..	..	4	17	0

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

						Per Week of 40 Hours.		
						£	s.	d.
For the first six months	..	..	..	..	..	2	16	6
For the second six months	..	..	..	..	..	3	11	6
Thereafter until 21 years of age	..	..	..	..	..	4	6	6

APPRENTICES.

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

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
 (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 (ii) Trimmer (Production).
 (iii) Axle maker.
 (iv) Saw doctor.
- (b) Minors other than indentured apprentices shall not be kept at the following occupations:—
 (i) Electrical fitter.
 (ii) Electrical mechanic.
 (iii) Electro-plater, first class.
 (iv) Fitter and/or turner.
 (v) Metal machinist, first class.
 (vi) Pattern maker.
 (vii) Welder (first class only).
 (viii) Body maker, first class.
 (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 (x) Tradesman panel worker and panel beater (first class).
 (xi) Trimmer, development and/or repair work.
 (xii) Wood machinist (first class).
- (c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.
 In the trade of electrical mechanic, the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.
 The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.
- (d) The periods of apprenticeship shall be as follows:—
 If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.
- (e) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

Cancellation or Suspension of Indenture.

(f) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Instruction in Welding.

(g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body making or electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Wages.

(h) (a) Apprentices—

						Per Week of 40 Hours.		
						Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.		
						All Other Parts of Victoria.		
						s.	d.	
Five-year terms—								
First year	..	..	..	..	..	31	6	31 0
Second year	..	..	..	..	..	43	0	42 0
Third year	..	..	..	..	..	65	0	63 6
Fourth year	..	..	..	..	..	107	0	104 6
Fifth year	..	..	..	..	..	135	0	132 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—								
First year	..	..	..	..	..	36	6	36 0
Second year	..	..	..	..	..	64	6	63 0
Third year	..	..	..	..	..	107	0	104 6
Fourth year	..	..	..	..	..	135	0	132 0

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

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

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

VEHICLE BUILDING INDUSTRY BOARD—continued.

Sick Leave, Public Holidays, and Annual Leave.

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

Hours.

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

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

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

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

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

(o) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

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

MALE JUNIOR WORKERS.

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

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

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

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	33 6	32 6
16 years of age	47 0	46 0
17 " "	64 0	62 6
18 " "	80 6	78 6
19 " "	101 0	98 6
20 " "	120 6	118 0

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

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

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

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

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 950]

TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 80 of the 9th February, 1949, shall be replaced by the following clause:—

2. (a)

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

MALES.				FEMALES.			
£ s. d.				£ s. d.			
Under 16 years of age	..	..	.. 2 4 6	Under 16 years of age	..	..	.. 2 4 6
16 years of age	..	..	.. 2 11 6	At 16 years of age	..	..	.. 2 10 0
16½	..	..	.. 2 16 0	At 16½	..	..	.. 2 14 6
17	..	..	.. 3 1 6	At 17	..	..	.. 3 0 6
17½	..	..	.. 3 7 6	At 17½	..	..	.. 3 6 6
18	..	..	.. 4 0 0	At 18	..	..	.. 3 11 6
18½	..	..	.. 4 8 6	At 18½	..	..	.. 3 17 0
19	..	..	.. 4 16 0	At 19	..	..	.. 4 2 0
19½	..	..	.. 5 8 6	At 19½	..	..	.. 4 7 0
20	..	..	.. 5 14 6	At 20	..	..	.. 4 12 0
20½	..	..	.. 6 1 0	At 20½	..	..	.. 4 18 0

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d)

OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.

Woollen and Worsted Section.

ADULT MALES.

£ s. d.

Assistant foreman and/or overlooker	8	0	0
Wool Sorting and Wool Scouring and Carbonising Department—			
Wool sorters	8	14	6
Neutraliser attendant overlooking bowls in carbonizing plant.	8	4	6
Wool scourers and/or carbonisers (other than foremen) responsible for mixing of liquor and working of bowls	8	2	0
Neutraliser attendant	7	19	0
Acid bowl attendant	7	19	0
Burr crushing machine attendant	7	16	0
Truckers, pressers, and/or storemen substantially employed as such	7	16	0
Wool top packers	7	6	0
All other machine operators and/or attendants	7	5	0
Waste Room—			
Leading hand	7	11	0
Operators and/or attendants	7	5	0
Wiley House—			
Leading hand	7	11	0
Teasing machine or batch floor operators and/or attendants	7	6	0
Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—			
Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants)	7	12	0
Leading hands	7	11	0
Machine operators and/or attendants	7	5	0
Conditioning house employees (wherever employed)	7	2	0
Carding Department—			
Head fettler (leading hand in carding room)	7	11	0
Fettlers	7	7	0
All other machine operators and/or attendants	7	5	0
Combing Department—			
Comb mechanic	7	9	0
Combing and backwash machine operators	7	7	0
All other machine operators and/or attendants	7	5	0
Drawing, Spinning, Twisting and Winding (including Weft) Departments—			
Men in charge of one pair of spinning mules—			
Worsted	7	10	0
Woolen	7	8	0
All other machine operators and/or attendants	7	5	0
Doffers	6	16	0
Jobber	7	9	0
Pin Setting Department—			
Pin setter—			
1st year's experience	7	1	0
2nd year's experience	7	6	0
Thereafter—			
Faller pin setter and porcupine setter	7	17	0
Comb circle and French comb cylinder setter	8	5	0
Roller Covering Department—			
Roller (leather or cork) coverer—			
1st year's experience	7	0	0
2nd year's experience	7	4	0
Thereafter	7	15	0
Roller coverers' assistants	7	0	0
Warping Department—			
Combined warping and sizing machine operator	7	12	0
Warpers and/or beamers	7	7	0
Size machine hands	7	5	0
Croslers	6	19	0
Warper (using weaving attachment)	7	12	0
Warp Drawing and Warp Twisting Department—			
Drawers and/or twisters in—			
1st year's experience	6	19	0
2nd year's experience	7	4	0
Thereafter—			
Twisters-in	7	12	0
Drawers-in	7	17	0
Warp tiers	7	2	0
Weaving Department—			
Box loom tuners—			
1st year's experience	7	2	0
2nd year's experience	7	8	0
Thereafter	8	5	0
Plain loom tuners—			
1st year's experience	7	0	0
2nd year's experience	7	6	0
Thereafter	8	0	0
Card and/or chain makers	7	5	0
Pattern weavers	7	15	0
Weavers—			
1st six months' experience	7	2	0
Thereafter	7	8	0
Beam lifter and loom gaiter	7	5	0
Perchers	7	4	0
Piece Scouring and Dyeing Department—			
Leading hand	7	11	0
Milling, scouring and/or washing machine or piece dyeing operators	7	7	0
Wet crabber operators	7	7	0
Other operators and/or attendants	7	5	0

ADULT FEMALES.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
WOOLLEN AND WORSTED SECTION.			
<i>Combing Department.</i>			
Combing and Backwash machine operators	£ s. d. 5 0 0	£ s. d. 5 3 0	£ s. d. 5 6 0
All other machine operators and/or attendants	5 0 0	5 3 0	5 6 0
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>			
All machine operators and/or attendants	5 0 0	5 3 0	5 6 0
<i>Warping Department.</i>			
Warpers using wave motion	5 0 0	5 5 0	5 10 0
Warpers	5 0 0	5 4 0	5 8 0
<i>Weaving Department.</i>			
Weavers	5 0 0	5 4 0	5 10 0
<i>Mending and Darning Department.</i>			
Examiners and/or passers of pieces after mending	5 7 0	5 7 0	5 14 0
Worsted menders and darners	5 5 0	5 5 0	5 10 0
Other menders and darners (except flannel and blanket menders)	5 0 0	5 3 0	5 8 0
Other examiners and passers	5 0 0	5 3 0	5 6 0
Whipping machinists	5 0 0	5 3 0	5 6 0
Knotters and burlers	5 0 0	5 3 0	5 6 0
<i>Finishing Department.</i>			
Operators and/or attendants	5 0 0	5 3 0	5 6 0
<i>Warehouse (Yarn and/or Cloth).</i>			
Machine operators and attendants	5 0 0	5 3 0	5 6 0
Other warehouse employees including packers	5 0 0	5 3 0	5 3 0
<i>General.</i>			
Recorders	5 0 0	5 3 0	5 6 0
All other females in any section not elsewhere specified	5 0 0	5 0 0	5 0 0

COTTON SECTION.

<i>(a) Spinning Section.</i>			
<i>Combing section—</i>			
Combing tenter	5 0 0	5 3 0	5 6 0
<i>Drawing frame section—</i>			
Draw frame tenter	5 0 0	5 3 0	5 6 0
<i>Slubbers—</i>			
Slubber tenter	5 0 0	5 3 0	5 6 0
Back tenter	5 0 0	5 3 0	5 3 0
<i>Intermediate—</i>			
Intermediate tenter	5 0 0	5 3 0	5 6 0
Back tenter	5 0 0	5 3 0	5 3 0
<i>Rovers—</i>			
Rover tenter	5 0 0	5 3 0	5 6 0
Back tenter	5 0 0	5 3 0	5 3 0
<i>Ring spinning department—</i>			
Ring spinner	5 0 0	5 3 0	5 6 0
Head doffer	5 6 0	5 6 0	5 6 0
Doffer	5 0 0	5 3 0	5 3 0
<i>Winding department—</i>			
Winders	5 0 0	5 3 0	5 6 0
<i>Doubling department—</i>			
Doublers	5 0 0	5 3 0	5 6 0
Doffers	5 0 0	5 3 0	5 3 0
<i>General—</i>			
Recorders	5 0 0	5 3 0	5 6 0
Roller coverers assistants	5 0 0	5 3 0	5 3 0
Packers	5 0 0	5 3 0	5 3 0
Adult females in any section not elsewhere specified	5 0 0	5 0 0	5 0 0

ADULT FEMALES—continued.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
(b) Weaving Section.	£ s. d.	£ s. d.	£ s. d.
Winding department—			
Winders	5 0 0	5 3 0	5 6 0
Warping and beaming department—			
Warpers and/or beamers	5 0 0	5 3 0	5 8 0
Creelers	5 0 0	5 3 0	5 3 0
Twisting-in and drawing-in department—			
Twisters-in	5 3 0	5 6 0	5 10 0
Drawers-in	5 3 0	5 6 0	5 10 0
Reachers-in	5 0 0	5 3 0	5 6 0
Weaving department—			
Weavers	5 0 0	5 4 0	5 10 0
Battery fillers	5 0 0	5 3 0	5 3 0
General			
Cloth examiners, finished cloth	5 7 0	5 7 0	5 14 0
Card cutters and/or chain makers	5 0 0	5 3 0	5 6 0
Recorders	5 0 0	5 3 0	5 6 0
Cloth pickers	5 0 0	5 3 0	5 6 0
Warehouse employees including packers	5 0 0	5 3 0	5 3 0
Splicers and creelers (Tyre Cord)	5 0 0	5 3 0	5 3 0
All adult females in any section not elsewhere specified	5 0 0	5 0 0	5 0 0
MISCELLANEOUS SECTION.			
Braids, Tassels, Labels and Ribbons Section.			
Assistant forewomen and/or overlooker	5 15 0	5 15 0	5 15 0
Weavers	5 0 0	5 4 0	5 10 0
Warpers	5 0 0	5 4 0	5 8 0
Other machine operators and/or attendants	5 0 0	5 3 0	5 6 0
Recorders	5 0 0	5 3 0	5 6 0
Warehouse employees including packers	5 0 0	5 3 0	5 3 0
Other females not elsewhere specified	5 0 0	5 0 0	5 0 0
Carpet Section.			
Assistant forewoman and/or overlooker	5 15 0	5 15 0	5 15 0
Weavers	5 0 0	5 4 0	5 10 0
Setters and spool setters	5 0 0	5 4 0	5 8 0
Creelers	5 0 0	5 3 0	5 6 0
Threaders	5 0 0	5 3 0	5 6 0
Examiners and menders	5 0 0	5 3 0	5 6 0
Card stampers and lacers	5 0 0	5 3 0	5 6 0
Winders	5 0 0	5 3 0	5 6 0
Whippers, fringers, trimmers and pickers	5 0 0	5 3 0	5 6 0
Other machine operators and/or attendants	5 0 0	5 3 0	5 6 0
Other females not elsewhere specified	5 0 0	5 0 0	5 0 0
Elastic Webbing Section.			
Assistant forewoman and/or overlooker	5 15 0	5 15 0	5 15 0
Weavers	5 0 0	5 4 0	5 10 0
Braiders and/or rubber-coverers	5 0 0	5 3 0	5 6 0
Warpers	5 0 0	5 3 0	5 6 0
Examiners	5 0 0	5 3 0	5 6 0
Winders	5 0 0	5 3 0	5 6 0
Packers and despatchers	5 0 0	5 3 0	5 3 0
All other machinists	5 0 0	5 3 0	5 6 0
Other females not elsewhere specified	5 0 0	5 0 0	5 0 0
Mercerising Section.			
Assistant forewoman and/or overlooker	5 15 0	5 15 0	5 15 0
Quillers	5 0 0	5 3 0	5 6 0
Reelers	5 0 0	5 3 0	5 6 0
Winders	5 0 0	5 3 0	5 6 0
Other females not elsewhere specified	5 0 0	5 0 0	5 0 0

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



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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

TINSMITHS BOARD:

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

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class)	9 2 0	9 8 6	8 19 0
Sheet metal worker (2nd class)	8 5 0	8 11 6	8 2 0
Spinner (1st class)	8 11 0	8 17 6	8 8 0
Spinner other	7 12 0	7 18 6	7 9 0
Die setter	7 12 0	7 18 6	7 9 0
Die setter—press operator working from blue prints or plans	8 5 0	8 11 6	8 2 0
Press operator (heavy)	7 9 0	7 15 6	7 6 0
Press operator (light)	7 6 0	7 12 6	7 3 0
Solderer and dipper	7 9 0	7 15 6	7 6 0
Drop hammer stamper	7 9 0	7 15 6	7 6 0
Guillotine operator (as defined)	8 5 0	8 11 6	8 2 0
Guillotine operator (other)	7 6 0	7 12 6	7 3 0
Guttering machinist	7 6 0	7 12 6	7 3 0
Power machinist (not otherwise specified)	7 6 0	7 12 6	7 3 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	9 6 6	9 13 0	9 3 6
1st class, using Cutler machine	8 8 0	8 14 6	8 5 0
2nd class	7 15 0	8 1 6	7 12 0
3rd class	7 9 0	7 15 6	7 6 0
Tack welder	7 12 0	7 18 6	7 9 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand	7 12 0	7 18 6	7 9 0
Canister-maker by hand and riveter by hand	7 12 0	7 18 6	7 9 0
Solderer and dipper	7 6 0	7 12 6	7 3 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	7 12 0	7 18 6	7 9 0
Operator of power capping machines or metal pots on automatic machines	7 9 0	7 15 6	7 6 0
Operator of other power presses and other power machines	7 6 0	7 12 6	7 3 0
Cap solderer (not otherwise classified)	7 6 0	7 12 6	7 3 0

WAGES—continued.

Adults	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer	8 2 6	8 9 0	7 19 6
Tinner and grease tinner	8 2 6	8 9 0	7 19 6
Assistant working over metal pot	7 9 0	7 15 6	7 6 0
Pickler	7 7 6	7 14 0	7 4 6
All others in this Division	7 1 0	7 7 6	6 18 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	8 5 0	8 11 6	8 2 0
Spray operator	7 12 0	7 18 6	7 9 0
Grainer, liner, and filliter	7 6 0	7 12 6	7 3 0
Painter and lacquerer	7 6 0	7 12 6	7 3 0
Dipper	7 6 0	7 12 6	7 3 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	8 1 0	8 7 6	7 18 0
Fuser on medallions, badges, or buckles	7 6 0	7 12 6	7 3 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	7 7 6	7 14 0	7 4 6
Inspector (other)	7 3 0	7 9 6	7 0 0
Mill hand and mixer	7 7 6	7 14 0	7 4 6
Packer and despatcher	7 7 6	7 14 0	7 4 6
Pickler	7 7 6	7 14 0	7 4 6
Rackman	6 19 6	7 6 0	6 16 6
Sand and shot blaster	8 5 6	8 12 0	8 2 6
Sprayer	7 9 0	7 15 6	7 6 0
Swiller, gripper, and brusher	7 6 0	7 12 6	7 3 0
Other employees with not less than three months' experience in the metal trades industry	6 19 0	7 5 6	6 16 0
Employee not elsewhere classified in any Division	6 13 0	6 19 6	6 10 0
<i>(g) General.</i>			
Process worker	7 6 0	7 12 6	7 3 0
Tool storeman (as defined)	7 13 0	7 19 6	7 10 0
Storeman and/or packer	7 17 6	8 4 0	7 14 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.

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 per week.

APPRENTICESHIP.

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

Apprenticeship Trades.

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

Sheet-metal worker—1st class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Instruction in Welding.

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—1st class ;

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(j)

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.F.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	25	..	0 9	1 11 6	1 13 6	1 11 0
2nd year	33	1 0	1 0	2 3 0	2 5 0	2 2 0
3rd year	50	1 6	1 6	3 5 0	3 8 0	3 3 6
4th year	83	2 0	2 3	5 7 0	5 12 6	5 4 6
5th year	100 plus 6s.	2 0	3 0	6 15 0	7 1 6	6 12 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	1 16 6	1 18 6	1 16 0
2nd year	50	1 0	1 6	3 4 6	3 7 6	3 3 0
3rd year	83	2 0	2 3	5 7 0	5 12 6	5 4 6
4th year	100 plus 6s.	2 0	3 0	6 15 0	7 1 6	6 12 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mldura 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 9 6	4 14 0	4 7 6
All others	75	3 0	7 0	5 3 0	5 8 0	5 0 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	3 6	2 14 0	2 16 6	2 13 0
18 years of age	47½	1 3	4 0	3 4 0	3 7 0	3 2 6
19 years of age	55	1 6	4 6	3 14 0	3 18 0	3 12 6
20 years of age	62½	2 0	5 0	4 4 6	4 8 6	4 2 6
<i>III.—Male Junior Labour.</i>						
Under 16 years of age	25	0 6	2 0	1 13 6	1 15 0	1 12 6
16 years of age	35	0 9	3 0	2 7 0	2 9 6	2 6 0
17 years of age	47½	1 0	4 0	3 4 0	3 7 0	3 2 6
18 years of age	60	1 0	5 0	4 0 6	4 4 6	3 18 6
19 years of age	75	2 0	6 0	5 1 0	5 6 0	4 18 6
20 years of age	90	2 0	7 0	6 0 6	6 6 6	5 18 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.

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

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

Prohibited Occupations.

(b) Junior employees shall not be employed :—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—

die setting on power presses, or as operators of power driven guillotines

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



VICTORIA GOVERNMENT GAZETTE.

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No. 952]

TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

BOARDING HOUSES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 925 of the 16th September, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.							PROPORTION (IN ANY PLACE).	
							MALES OR FEMALES.	
							<i>Apprentices.</i>	
							One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
							<i>Improvers.</i>	
							One improver to every four or fraction of four workers receiving not less than the minimum wage.	

2.—continued.

OTHER EMPLOYEES.		WAGES PER WEEK OF 40 HOURS.†	
		*Minimum Wage, without Board and Lodging.	
		Metropolitan District: the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
		s. d.	s. d.
<i>Males.</i>			
Porter .. .. .	.. .. .	143 0	140 0
Head Waiter .. .. .	.. .. .	153 0	150 0
Other Waiters .. .. .	.. .. .	143 0	140 0
First Cook, where the number of persons employed in the kitchen is eight or more .. .. .	.. .. .	193 0	190 0
Five, six or seven .. .. .	.. .. .	183 0	180 0
Three or four .. .. .	.. .. .	165 0	162 0
Two or less .. .. .	.. .. .	159 0	156 0
Second Cook, where the number of persons employed in the kitchen is eight or more .. .. .	.. .. .	175 6	172 6
Five, six, or seven .. .. .	.. .. .	165 6	162 6
Other Second Cooks .. .. .	.. .. .	153 0	150 0
Sweets Cook .. .. .	.. .. .	155 0	152 0
Grill, Relieving, or Assistant Cook .. .. .	.. .. .	153 0	150 0
Pantryman or Kitchenman .. .. .	.. .. .	143 0	140 0
Persons not otherwise provided for .. .. .	.. .. .	143 0	140 0
<i>Females.</i>			
Housekeeper .. .. .	.. .. .	99 6	96 6
Laundress .. .. .	.. .. .	89 6	86 6
Housemaid, Parlourmaid, or General .. .. .	.. .. .	85 6	82 6
Head Waitress .. .. .	.. .. .	89 6	86 6
Other Waitresses .. .. .	.. .. .	85 6	82 6
First Cook .. .. .	.. .. .	110 6	107 6
Second Cooks .. .. .	.. .. .	104 6	101 6
Sweets Cook .. .. .	.. .. .	105 6	102 6
Grills, Relieving, or Assistant Cook .. .. .	.. .. .	104 6	101 6
Pantrymaid or Kitchenmaid .. .. .	.. .. .	85 6	82 6
Persons not otherwise provided for .. .. .	.. .. .	85 6	82 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 16s. per week less, or
 (b) boards and lodges the employee, 21s. per week less.

†NOTE.—War Loadings: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Females	2s. 6d. per week

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

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

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

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



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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 89, of the 25th February, 1948, shall be replaced by the following clause:—

WAGES.

2.(a)

Apprentices or Improvers.

Males.	Per Week.	Females.	Per Week.
	<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age	89 9	Under 16 years of age	42 3
17 years of age and under 18	83 9	16 years of age and under 17	50 6
18 years of age and under 19	97 6	17 years of age and under 17½	59 0
19 years of age and under 20	111 9	17½ years of age and under 18	67 6
20 years of age and under 21	125 3	18 years of age and under 19	75 9
		and thereafter the minimum wage.	

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

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

(b)

Other Employees.

Males.		Per Week.	Females.		Per Week.
		£ s. d.			£ s. d.
First Cook, where the number of persons employed in the kitchen is			First Cook, where the number of persons employed in the kitchen is		
Eight or more .. .. .	..	8 14 6	Eight or more .. .. .	..	6 1 3
Five, six, or seven .. .. .	..	8 9 6	Five, six, or seven .. .. .	..	5 17 0
Four or less .. .. .	..	8 4 6	Four or less .. .. .	..	5 12 0
Cook employed alone .. .. .	..	7 9 6	Cook employed alone .. .. .	..	5 1 3
Second Cook, where the number of persons employed in the kitchen is			Second Cook, where the number of persons employed in the kitchen is		
Eight or more .. .. .	..	7 19 6	Eight or more .. .. .	..	5 7 9
Five, six, or seven .. .. .	..	7 14 6	Five, six, or seven .. .. .	..	5 2 3
Four or less .. .. .	..	7 9 6	Four or less .. .. .	..	4 17 6
Vegetable Cook .. .. .	..	6 19 6	Vegetable Cook .. .. .	..	4 9 0
Other Cooks .. .. .	..	7 4 6	Other Cooks .. .. .	..	4 14 3
Kitchenman, pantryman, houseman, or waiter .. .. .	..	6 15 6	Head waitress .. .. .	..	4 11 0
All others .. .. .	..	6 15 6	Needlewoman or seamstress .. .. .	..	4 11 0
			Kitchenmaid, pantrymaid, housemaid, or waitress .. .. .	..	4 4 3
			All others .. .. .	..	4 4 3

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be :—

		Board Only.	Board and Lodging.
(i) <i>Apprentices or Improvers.</i>			
<i>Males.</i>			
Under 17 years of age .. .. .	..	s. d.	s. d.
17 years of age and under 18 .. .. .	..	7 6	10 0
18 years of age and under 19 .. .. .	..	9 0	12 0
19 years of age and under 20 .. .. .	..	10 6	14 0
20 years of age and under 21 .. .. .	..	12 0	16 0
	..	13 6	18 0
<i>Females.</i>			
Under 16 years of age .. .. .	..	7 6	10 0
16 years of age and under 17 .. .. .	..	9 0	12 0
17 years of age and under 17½ .. .. .	..	10 6	14 0
17½ years of age and under 18 .. .. .	..	12 0	16 0
18 years of age and under 19 .. .. .	..	13 6	18 0
(ii) <i>Other Employees.</i>			
Other employees .. .. .	..	15 0	20 0

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



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Factories and Shops Acts.

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

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

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

RAY. H. BEERS,
Secretary for Labour.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3, and 4 of the Determination published in *Government Gazette* No. 78 of the 7th February, 1949 shall be replaced by the following clauses:—

PART 1.

Improvers.*			Other Employees.		
	Mildura District.	Elsewhere.		Mildura District.	Elsewhere.
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.		Wages per Week of 42 Hours.	Wages per Week of 42 Hours.
	s. d.	s. d.		s. d.	s. d.
14 and under 21 years of age ..	123 6	129 9	Stable Workers	145 0	153 0
			All Others	165 0	166 0

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

* The Board has determined that no person shall be taken on as an apprentice

PART 2.

1.

Improvers.*		Other Employees.			
WAGES.		—	WAGES.	WEEKLY HOURS.	
				During a Week in which Carters' Holiday is Observed.	During any Other Week.
	Per week s. d.		s. d.		
14 and under 21 years of age	129 0	Stable Workers	153 0	42	46
		All Others	165 0	42	46

PROPORTION—Wherever this Section applies.
(In any place.)

One improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week fixed for their respective sections.

* The Board has determined that no person shall be taken on as an apprentice.

PART 3.

1.

* Improvers.		Other Employees.			
—		Wages.	—	Weekly Hours.	
				During a Week in which Carters' Holiday is Observed.	During any Other Week.
	s. d.				
Under 16 years of age	61 6				
16 years and under 17 years of age ..	75 3				
17 years and under 18 years of age ..	92 6				
18 years and under 19 years of age ..	107 3				
19 years and under 20 years of age ..	122 3				
20 years and under 21 years of age ..	135 6				

Proportion.—Wherever this section applies:—
One Improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week as provided for other employees.

Stable workers	s. d. 137 6	42	46
All others	147 6	42	46

* The Board has determined that no apprentice shall be taken to this Section.

PART 4.

1.

* Improvers.		Other Employees.			
—		Wages.	—	—	Wages per Week of 44 Hours.
	s. d.				
Under 16 years of age	61 6				
16 years and under 17 years of age ..	75 3				
17 years and under 18 years of age ..	92 6				
18 years and under 19 years of age ..	107 3				
19 years and under 20 years of age ..	122 3				
20 years and under 21 years of age ..	135 6				

Proportion.—Wherever this section applies:—
One Improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week as provided for other employees.

Stable workers	s. d. 137 6		
All others	147 6		

* The Board has determined that no apprentice shall be taken to this Section.

Clauses, other than clause 1 of Parts 1, 2, 3, and 4, 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 876 of the 19th October 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.										Wages per Week of 40 Hours.
										s. d.
15 years of age or under	..	..	..	..	..	..	..	..	..	38 6
16 years of age	..	..	..	..	..	..	..	..	..	43 0
17 years of age	..	..	..	..	..	..	..	..	..	48 6
18 years of age	..	..	..	..	..	..	..	..	..	68 0
19 years of age	..	..	..	..	..	..	..	..	..	82 0
20 years of age	..	..	..	..	..	..	..	..	..	97 9

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	4 3 ³ / ₁₀	171 0	} 40
Gardeners†	3 11 ¹ / ₂	158 0	
Gardeners' labourers	3 8 ¹ / ₂	148 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	3 11 ¹ / ₂	158 0	} 40
Gardeners' labourers	3 7 ¹ / ₂	145 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	4 3 ³ / ₁₀	171 0	} 40
Gardeners†	3 11 ¹ / ₂	158 0	
Gardeners' labourers	3 8 ¹ / ₂	148 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	4 3 ³ / ₁₀	171 0	} 40
Gardeners†	3 11 ¹ / ₂	158 0	
Gardeners' labourers	3 8 ¹ / ₂	148 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	3 11 ¹ / ₂	158 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	4 3 ³ / ₁₀	171 0	} 40
Gardeners†	3 11 ¹ / ₂	158 0	
Gardeners' labourers	3 8 ¹ / ₂	148 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	4 3 ³ / ₁₀	171 0	} 40
All others	3 9 ¹ / ₂	152 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 956]

TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 601 of the 21st July, 1949, shall be replaced by the following clauses:—

2 (i)

Improvers.		Other Employees.			
WAGES PER WEEK OF 40 HOURS.		WAGES.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	
		(a) In Hay, Corn, or Chaff Stores. (b) Employed handling or distributing brewers' or distillers' grains		All other parts of Victoria where this Determination applies.	
		Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store			
		Drivers of motor wagons—			
		(a) having a capacity of 2 tons or less			
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons			
		(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer			
		Carters driving one horse			
		Carters driving two horses			
		And for every additional horse			
		All others			
Under 17 years of age	s. d.		s. d.		s. d.
63	3		155	0 per week of 40 hours	158 0 per week of 40 hrs.
17 years of age	73 6				
18	91 0		150 0	" 40 "	153 0 " 40 "
19	100 6		156 0	" 40 "	159 0 " 40 "
20	110 9		162 0	" 40 "	165 0 " 40 "
			146 0	" 40 "	149 0 " 40 "
			151 0	" 40 "	154 0 " 40 "
			0 6 extra per day	" "	0 6 extra per day
			148 0 per week of 40 hours		151 0 per week of 40 hrs.

See also Clauses 2 (ii) and 3.

Improvers.	Other Employees.		
	WAGES—continued.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
PROPORTION.	Wood Yards, or Wood, Coal, and Coke (Combined) Yards.		
One improver to the first four or fraction of four workers receiving not less than 146s. per week of 40 hours, and thereafter one improver to each additional four such workers.	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 148 0 per week of 40 hours	s. d. 151 0 per week of 40 hours
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	150 0 " 40 "	153 0 " 40 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	156 0 " 40 "	159 0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	162 0 " 40 "	165 0 " 40 "
	Carters driving one horse ..	146 0 " 40 "	149 0 " 40 "
	Carters driving two horses ..	151 0 " 40 "	154 0 " 40 "
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day ..
	All others ..	146 0 per week of 40 hours	149 0 per week of 40 hours
	Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.		
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	150 0 per week of 40 hours	153 0 per week of 40 hours
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	156 0 " 40 "	159 0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	162 0 " 40 "	165 0 " 40 "
	Carters driving one horse ..	146 0 " 40 "	149 0 " 40 "
	Carters driving two horses ..	151 0 " 40 "	154 0 " 40 "
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day ..
	All others ..	159 0 per week of 40 hours	162 0 per week of 40 hours
	Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).		
	Benchmen ..	152 0 per week of 40 hours	155 0 per week of 40 hours
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	150 0 " 40 "	153 0 " 40 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	156 0 " 40 "	159 0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	162 0 " 40 "	165 0 " 40 "
	Carters driving one horse ..	146 0 " 40 "	149 0 " 40 "
	Carters driving two horses ..	151 0 " 40 "	154 0 " 40 "
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day ..
	All others ..	148 0 per week of 40 hours	151 0 per week of 40 hours

See also Clauses 2 (ii) and 3.

(ii)	EXTRA RATES.	per week.
		s. d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..		3 0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear ..		3 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties ..		2 0

3. ALLOWANCES.

(i) To the amounts otherwise prescribed in this Determination shall be added the following :—

- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day
- (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

NOTE.—To the weekly earnings of each pieceworker the sum of 22s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

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



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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clause 2 of Part 1 and clause 17 of Part 2 of the Determination published in *Government Gazette* No. 866 of the 11th October, 1949, shall be replaced by the following clauses:—

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.			
IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 40 Hours.		Wages per Week of 40 Hours.	
		<i>Firewood Saw-mills, Mallee Roots, &c.</i>	<i>s. d.</i>
		Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	154 0
		Other benchmen	149 0
		Lumpers	149 0
		Trolley-men	149 0
		Skip loaders	149 0
		Truck loaders of wood 4 feet or over	149 0
		Wagon or dray loaders	149 0
		Block stackers	143 0
		Wood cutters using axe, power crosscut, circular saw, or other method	154 0
		Carters driving one, two, or three horses	154 0
		And 6s. extra per week for every additional horse in excess of three.	
		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt.	147 0
		(b) exceeding 25 cwt. but not exceeding 3 tons	153 0
		(c) exceeding 3 tons	159 0
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	159 0
		All others	141 0
		Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.	
		<i>Gas Producer Units</i>	
		The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
		(i) Driver of a 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, 1s. extra.	
		(ii) 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, 1s. extra.	
Under 17 years of age	s. d. 86 3		
17 years of age	100 0		
18 " "	113 9		
19 " " or over—the appropriate rate prescribed under the heading "other employees."			
PROPORTION (BY ANY EMPLOYER).			
One improver to the first three workers, receiving not less than 141s. per week of 40 hours, and thereafter one additional improver to every ten additional such workers.			
NOTE.—The Board determines that no person shall be employed as an apprentice.			

IMPROVERS.	OTHER EMPLOYEES—(continued).
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
	<i>Hay, Corn, or Chaff Stores.</i>
	<i>s. d.</i>
	Storeman in charge 152 0
	Carters driving one horse 147 0
	Carters driving two horses 150 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 148 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 154 0
	(c) exceeding 3 tons 160 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra
	All others 146 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one horse 147 0
	Carters driving two horses 150 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 148 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 154 0
	(c) exceeding 3 tons 160 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others 145 0
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—
	(i) Driver of a 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, 1s. extra.
	(ii) 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, 1s. extra.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age 86 3	Wood cutters, using axe, power crosscut, circular saw, or other method 154 0
17 years of age 100 0	Carters driving one, two, or three horses 154 0
18 " " 121 6	And 6s. extra per week for every additional horse in excess of three.
19 " " or over—the appropriate rate prescribed under the heading "other employees."	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 147 0
	(b) exceeding 25 cwt. but not exceeding 3 tons 153 0
	(c) exceeding 3 tons but not exceeding 8 tons 159 0
	(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.
	And if a trailer is attached to the vehicle—1s. 6d. per day extra.
	<i>Gas Producer Units.</i>
	The following provision shall apply to drivers of vehicles fitted with gas producer units:—
	(i) Driver of a 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, 1s. extra.
	(ii) 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, 1s. extra.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant 169 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 159 0
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision 179 0
	(ii) With three or fewer persons under his supervision 175 0
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 169 0

Clauses, other than clause 2 of Part I. and clause 17 of Part II., of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of 2s. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of two shillings shall be added in lieu thereof.



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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 305 of the 11th April, 1949, shall be replaced by the following clauses:—

(a) WAGES.

2.

APPRENTICES OR IMPROVERS.

Experience.	Males.	Females.	Female Improvers commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 8 6	2 2 0	3 7 0
2nd six months	1 13 6	2 7 0	3 14 6
3rd six months	1 19 6	2 12 0	4 4 6
4th six months	2 4 6	2 19 6	4 14 6
5th six months	2 19 6	3 7 0	..
6th six months	3 9 6	3 14 6	..
7th six months	4 18 0	4 4 6	..
8th six months	5 14 0	4 14 6	..
9th six months	6 8 0	..	..
10th six months	6 12 6	..	..

and thereafter the minimum weekly wage or piece-work price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

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

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

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages Per Week.
	£ s. d.
<i>Journeyman.</i>	
(a) Cutters employed marking-in or cutting out articles of headwear	9 2 0
(b) Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	8 9 0
(c) Helmet makers employed making, shaping, blocking, and stiffening helmets	8 9 0
(d) Pressers employed pressing off articles of headwear	7 19 0
(e) All others	6 16 0
<i>Journeywomen.</i>	
(f) Machinists employed machining any part of articles of headwear	5 12 0
(g) Milliners, table hands or finishers	5 10 0
(h) Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office	5 10 0
(i) Hand sewers of buttons	5 4 6
(j) All others	5 2 0

NOTE.—Industry loadings of 5s. in classifications (a) to (e) inclusive and 3s. 9d. in classifications (f) to (j) inclusive are included in the above rates and shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

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



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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

PLUMBERS BOARD.

Clause 1 of Part I and clauses 1 and 2 of Part II of the Determination published in *Government Gazette* No. 581 of the 11th July, 1949, shall be replaced by the following clauses:—

PART I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).						Improvers.*					
1st year	..	..	..	..	s. d.	1st year	..	..	..	..	s. d.
2nd "	..	..	..	..	37 6	2nd "	..	..	..	..	48 1
3rd "	..	..	..	..	50 0	3rd "	..	..	..	..	60 5
4th "	..	..	..	..	69 0	4th "	..	..	..	..	76 4
5th "	..	..	..	..	97 6	5th "	..	..	..	..	115 7
6th "	..	..	..	..	127 0	6th "	..	..	..	..	151 7
6th "	..	..	..	..	157 0	6th "	..	..	..	..	180 3

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £10 3s. 3d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four
Two improvers to fifteen
Three improvers to thirty
and thereafter one additional improver
to every seven additional

} workers receiving not
less than £10 3s. 3d.
per week

* The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorparanyal riding of the shire of Corio is illegal.

(b)

OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	14 7 1	7 2
115° F., but not exceeding 130° F.	13 10 3	6 9
50° F. or lower	14 7 1	7 2
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	12 8 7	6 2½
(c) Lead burning or at lead work connected therewith . . .	11 11 9	5 9½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . .	10 7 6	5 2½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . .	10 7 6	5 2½
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . .	10 7 6	5 2½

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	14 2 10	7 0½
115° F., but not exceeding 130° F.	13 6 0	6 7½
50° F. or lower	14 2 10	7 0½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	12 4 4	6 1½
(c) Lead burning or at lead work connected therewith . . .	11 7 6	5 8½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . .	10 3 3	5 1
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . .	10 3 3	5 1
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . .	10 3 3	5 1

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship work.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

Part II.

This Part applies to all persons employed by Gas Companies.

1.	WAGES.
Nature of Employment.	Wages per week of 40 hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith	10 11 9
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	9 7 0
(c) In fixing any material used instead of metal for pipes, guttering or roof covering	9 7 6
(d) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	9 7 6

Provided—

- (i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.
- (ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue provided that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £9 7s. 6d. per week of 40 hours.

(b) IMPROVERS.

(i) WAGES.	(ii) PROPORTION (within any factory or place).
1st year	One improver to four
2nd "	Two improvers to fifteen
3rd "	Three improvers to thirty
4th "	and thereafter one additional
5th "	improver to every
6th "	seven additional
and thereafter the minimum wage.	workers receiving not less than £9 7s. 6d. per week.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I and clauses 1 and 2 of Part II, of the said Determination shall remain in force.



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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 19 of the 7th January, 1949, shall be replaced by the following clause:—

2.

*IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st year	37 9	37 9	41 3	44 6	1st year	38 3
2nd year	49 9	49 9	59 3	71 9	2nd year	45 6
3rd year	59 3	64 0	84 3	96 6	3rd year	58 6
4th year—					4th year	72 6
1st six months	78 6	87 9	99 6	122 3	5th year and until 21 years of age	89 3
2nd six months	78 6	87 9	122 3	124 6		
5th year—						
1st six months	105 6	110 6	141 6	147 9		
2nd six months	105 6	138 3	141 6	147 9		
6th year and until 21 years of age	141 6	147 9	..	..

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

* The Board has determined that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

		Wages per Week.	
		Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
Males.		£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—			
1st year's experience .. .. .	.. .. .	7 11 0	7 8 0
2nd year's experience .. .. .	.. .. .	7 16 0	7 13 0
3rd year's experience .. .. .	.. .. .	8 1 0	7 18 0
All others .. .. .	.. .. .	8 3 6	8 0 6
Females.			
All adults .. .. .	.. .. .	5 18 3	5 15 3

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

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TUESDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

LIFT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 583 of the 11th July, 1949, shall be replaced by the following clause:—

2.

EMPLOYEES.

	Weekly Wage. s. d.	Note.
Senior lift attendant (male or female) i.e., a person who directs passengers to and/or controls the departure of three or more lifts	164 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female)	152 0	

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

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Factories and Shops Acts.

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

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

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 631 of the 5th August, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			
				Per Week of 40 Hours.			
WAGES.				WAGES.			



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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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 22 (MOTOR REQUISITES.)

Clause 2 of the Determination published in *Government Gazette* No. 630 of the 5th August, 1949, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.						PROPORTION (in any Shop).	
Male or Female.							
						<i>Apprentices.</i>	
						One apprentice to every three or fraction of three persons receiving not less than the minimum wage.	
						<i>Improvers.</i>	
						Two improvers to every worker receiving not less than the minimum wage.	
			<i>s.</i>	<i>d.</i>			
15 years of age or under	..	..	..	36	6		
16 " " "	..	..	..	49	6		
17 " " "	..	..	..	67	6		
18 " " "	..	..	..	86	0		
19 " " "	..	..	..	111	0		
20 " " "	..	..	..	135	0		

ALL OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Males.	Females.
	<i>s.</i>	<i>d.</i>
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	167	167
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	147	132
Other salesman or saleswoman	167	167

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

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Factories and Shops Acts.

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

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 639 of the 11th August, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.						Other Employees.			
								Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
MALES.						s. d.		MALES.	
								s. d.	s. d.
Under 16 years of age	..	..	..	..	34	6	(a) Person in charge of a shop	182 6	178 6
16 years of age	..	..	..	..	46	0	Or,		
17 " " "	..	..	..	..	59	0	(b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods		
18 " " "	..	..	..	..	82	6	(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant		
19 " " "	..	..	..	..	104	6			
20 " " "	..	..	..	..	128	6			
FEMALES.									
Under 16 years of age	..	..	..	..	35	0			
16 years of age	..	..	..	..	44	6			
17 " " "	..	..	..	..	49	6			
18 " " "	..	..	..	..	57	6			
19 " " "	..	..	..	..	65	0			
20 " " "	..	..	..	..	74	0		167 0	163 0
PROPORTION (WITHIN ANY SHOP).						FEMALES.			
Apprentices.									
MALES.									
One male apprentice to every three or fraction of three workers receiving not less than 163s. per week.						Females 131 6 127 6			
FEMALES.									
One female apprentice to every three or fraction of three workers receiving not less than 127s. 6d. per week.									
Improvers.									
MALES.									
One male improver to every two or fraction of two workers receiving not less than 163s. per week.									
FEMALES.									
One female improver to every two or fraction of two workers receiving not less than 127s. 6d. per week.									

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

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Factories and Shops Acts.

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

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

RAY. H. BEERS,
Secretary for Labour.

HAM AND BACON CURERS BOARD.

Clause 3 of the Determination published in *Government Gazette* No. 623 of the 4th June, 1948, shall be replaced by the following clause:—

OTHER EMPLOYEES.

3. *Wages.*

	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
<i>(a) Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	8 19 0	3 0	9 2 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	8 6 6	3 0	8 9 6
First assistant in the curing department	8 6 6	3 0	8 9 6
Other assistants in the curing department	8 1 6	3 0	8 4 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	7 17 0	3 0	8 0 0
Yardmen { For 48 hours per week	8 0 6	3 0	8 3 6
For 40 hours per week	7 14 6	3 0	7 17 6
All others	7 11 6	3 0	7 14 6
<i>(b) Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods)	8 12 0	3 0	8 15 0
Filler-man	8 2 6	3 0	8 5 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers	8 6 6	3 0	8 9 6
Packing room hands	7 18 6	3 0	7 19 6
Linkers and table hands	7 15 6	3 0	7 18 6
All others	7 9 0	3 0	7 12 0

Clauses, other than clause 3, of the said Determination shall remain in force.

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