



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 947]

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.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 16 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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