



VICTORIA GOVERNMENT GAZETTE.

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No. 121]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 11 of the 9th January, 1950, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours.							Wages—Per Week of 40 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st 6 months	39	9	47	3	56	3	87	6	115	0	139	0	..
2nd 6 months	47	3	56	3	87	6	115	0	139	0	..	..	..
2nd year	56	3	87	6	115	0	139	0	..	..	..	..	..
3rd year	87	6	115	0	139	0	..	..	..	..	..	..	..
4th year	115	0	139	0	..	..	..	..	..	..	..	..	..
5th year	139	0	..	..	..	..	..	..	..	..	..	..	..
1st 6 months	41	0	48	3	57	6	67	6	74	6	83	6	83
2nd 6 months	48	3	57	6	67	6	74	6	83	6	..	..	..
2nd year	57	6	67	6	74	6	83	6	..	..	..	..	..
3rd year	67	6	74	6	83	6	..	..	..	..	..	..	..
4th year	74	6	83	6	..	..	..	..	..	..	..	..	..
5th year	83	6	..	..	..	..	..	..	..	..	..	..	..
PROPORTION.							PROPORTION.						
<i>Males.</i>							<i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 159s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 103s. 9d. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 103s. 9d. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

		Per Week of 40 Hours	
		s.	d.
<i>Males.</i>			
Combination bag-making machine attendant		159	0
Repairers by hand		159	0
Repairers by machine		159	0
Machinist on combination bag-making machine		146	0
All others		141	0
<i>Females.</i>			
Bag-making machinist		108	3
Repairers by hand		114	9
Repairers by machine		114	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months		84	6
2nd 3 months		92	3
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months		84	6
All others		103	9

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

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent. }	} With 9½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.		
Machine repairing washed sugar bags (employer to provide twine)	5½d. "		
Machine repairing ordinary bags (employer to provide twine)	4½d. "		
Machine repairing mill or coal bags (employer to provide twine)	11d. "		
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. "		
Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.			
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.		
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "		
Hand repairing wool packs (employee to provide twine)	4½d. each.		

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.



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No. 122]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 12 of the 9th January, 1950, shall be replaced by the following clauses:—

2.	Wages per week of 40 hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smith	159 0	156 0
Chill fitter called on to design and model	174 0	171 0
Other chill fitter	159 0	156 0
Machinist	156 "	153 0
Plater in charge	171 0	168 0
Plater's assistant	157 0	154 0
Polisher and grinder	158 0	155 0
Chipper and caster	155 0	152 0
Bedstead fitter and moulder	159 0	156 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	158 0	155 0
Japanner and lacquerer	156 0	153 0
Other employees with not less than three months' experience in the industry	143 0	140 0
All others	137 0	134 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

4.

JUNIOR MALE AND FEMALE LABOUR.

The following scale of wages shall apply to unapprenticed male junior labour and to female labour:—

	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Constant).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
<i>(a) Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		44 3	0 9	2 6	47 6
17 and under 18 years of age		78 0	1 0	4 6	83 6
18 and under 19 years of age		97 0	2 0	6 0	105 0
19 and under 21 years of age		117 3	2 6	7 0	126 9
<i>(b) Adult Females.</i>					
If of less than 12 months' experience	65		3 0	6 0	92 0
Of 12 months' experience or more	75		3 0	7 0	106 0
<i>(c) Junior Females.</i>					
17 years of age and under	40		1 0	3 6	55 6
18 years of age	47½		1 3	4 0	66 0
19 years of age	55		1 6	4 6	76 6
20 years of age	62½		2 0	5 0	87 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of male juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 24 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. The wages of females shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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



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[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

Clauses 2 (a) and 19 of the Determination published in *Government Gazette* No. 325 of the 29th April, 1949, shall be replaced by the following clauses:—

(a)	Improvers.	Other Employees.	Per Hour.	Wages per Week of 40 Hours.
	WAGES.	FIREBRICKS AND TEXTURE BRICKS.	s. d.	s. d.
	FIREBRICKS AND TEXTURE BRICKS.	Burners	4 4½	175 0
	Per Week of 40 Hours. s. d.	Crusher attendants who also haul	4 0 ⁹ / ₂₀	161 6
	14 years of age	Crusher attendants who do not haul	3 11 ⁷ / ₁₀	159 0
	15 " "	Wet or dry pan attendants who do not haul	4 0 ⁸ / ₁₀	162 0
	16 " "	Machine Drivers*	4 0 ¹³ / ₄₀	162 9
	17 " "	Wire cut attendant, column man, or off-bearers from wire cut machine	4 0 ⁹ / ₂₀	161 6
	18 " "	Hand moulders, dressers and cutters	4 3 ³ / ₂₀	172 0
	19 " "	Drawers*	4 1 ⁵ / ₄₀	165 9
	20 " "	Setters*	4 7 ³ / ₄₀	185 9
		Facemen working in a clayhole 25 feet or less in depth*	4 3 ³ / ₄₀	173 3
		All other facemen*	4 4 ²³ / ₄₀	175 3
	OTHER BRICKS.	Wheelers of green or burnt bricks	4 1 ¹³ / ₂₀	166 6
	14 years of age	Clayhole men (employer to provide tools)*	4 3 ³ / ₄₀	170 3
	15 " "	Pressers	4 0 ⁹ / ₂₀	160 6
	16 " "	Loftmen	4 0 ⁹ / ₂₀	160 6
	17 " "	Dampmen or Kiln Cleaners*	4 1 ¹ / ₂	166 3
	18 " "	Yardmen and wastemen	3 11 ⁷ / ₁₀	159 0
	19 " "			
	20 " "	OTHER BRICKS		
		Burners	4 4½	175 0
		Machine drivers or machine riggers*	4 3 ³ / ₄₀	170 3
		Wet or dry pan attendants who do not haul	4 2 ¹ / ₁₀	167 0
		Crusher attendants who do not haul	4 1 ¹³ / ₂₀	165 6
		Crusher and wet or dry pan attendants who also haul	4 3 ³ / ₂₀	171 6
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)*	4 3 ³ / ₄₀	173 3
		Other drawers*	4 4 ²³ / ₄₀	175 9
		Other setters*	4 7 ³ / ₄₀	185 9
		Facemen working in a clayhole 25 feet or less in depth*	4 5 ¹³ / ₄₀	178 3
		All other facemen*	4 7 ¹¹ / ₄₀	184 3
		Clayhole men (employer to provide tools)*	4 4 ²³ / ₄₀	175 3
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	4 2 ¹⁷ / ₂₀	169 6
		Off-bearers from wire cut machines	4 1 ¹³ / ₂₀	166 6
		Truckers	4 1 ¹³ / ₂₀	166 6
		Adults taking off brick machines	4 1 ¹³ / ₂₀	166 6
		Dampmen or kiln cleaners*	4 3 ³ / ₂₀	171 3
		Loftmen	4 1 ¹ / ₂	165 0
		Yardmen and wastemen	4 1 ¹ / ₂	164 0

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

* The rates prescribed for these classifications include an allowance of 1/3 per week for wear and tear on clothing.

PIECEWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

19. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	4 6½	4 10	4 4½	4 8½
26 to 36 yards	4 11½	5 3½	4 9½	5 1½
36 to 46 yards	5 1½	5 5½	5 0½	5 3½
Over 46 yards	5 8½	6 0½	5 7½	5 11

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	5 10	6 1½	6 1½	6 4½
26 to 36 yards	6 2½	6 6	6 6½	6 9½
36 to 46 yards	6 5½	6 8	6 9	7 0
Over 46 yards	7 0½	7 3½	7 4	7 7

Per thousand

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	33 6
" " " " in sheds	28 10
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	23 5
" " " " from bowling stool in sheds (where material is placed on the table)	21 7
" " " " fancy bricks and off-bearing to hacks or in sheds	33 6
" " " " from bowling stool	30 2
Setting	5 8
Picking blues	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (a) and 19, of the said Determination shall remain in force.



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No. 124]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 22 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 hours.
<i>Males.</i>	<i>s. d.</i>
Grinder or polisher	171 6
Electro-plater—	
1st Class	186 0
2nd Class	171 0
3rd Class	156 0
Liner or hand decorator	171 6
Coater	161 6
Spray operator	158 0
Other employees with not less than three months' experience in the metal trades industry	143 0
All others	134 0
<i>Females.</i>	
Females employed at—	
(a) Hand burnishing, hand finishing, or lacquering	114 6
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	170 6
All others { under three months' experience in the industry	93 6
{ thereafter	107 6

Leading Hands.

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

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by this Determination provided that no minor shall be employed in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

(d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 13s. per week, and two female apprentices to every three female workers receiving not less than 9s. 6d. per week.

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.

Period of Apprenticeship.

(e) 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.

Adult Apprentices.

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

Probationary Period.

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

Wages.

(h) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage 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.

(i) WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	s. d.
1st year	29	s. d.	s. d.	38 0
2nd year	40	1 0	1 0	53 0
3rd year	53	1 6	1 6	71 0
4th year	84	2 0	2 3	112 0
5th year	100, plus 7s.	2 0	3 0	140 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st year	33	..	0 9	43 0
2nd year	53	1 0	1 6	70 6
3rd year	84	2 0	2 3	112 0
4th year	100, plus 7s.	2 0	3 0	140 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.

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

Overtime and Shift Work.

(k) 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.

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

Lost Time.

(m) 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.

(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.

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.
		Per Week.	Per Week.	Per Week.	Per Week.
		s. d.	s. d.	s. d.	£ s. d.
<i>I.—Junior Females.</i>					
17 years of age and under	40	1 0	..	3 6	2 15 6
18 years of age	47½	1 3	..	4 0	3 6 0
19 years of age	55	1 6	..	4 6	3 16 6
20 years of age	62½	2 0	..	5 0	4 7 0
<i>II.—Junior Males.</i>					
Under 16 years of age	25	0 6	..	2 0	1 14 6
16 years of age	35	0 9	..	3 0	2 8 6
17 years of age	47½	1 0	..	4 0	3 6 0
18 years of age	60	1 0	..	5 0	4 3 0
19 years of age	75	2 0	..	6 0	5 4 0
20 years of age	90	2 0	..	7 0	6 4 0

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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

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

(b) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or small articles; or using electric arc or oxy-acetylene blow pipe.

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





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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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette*, No. 17, of the 13th January, 1950, shall be replaced by the following clauses:—

2.

Wages per Week of 40 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	£ s. d. 9 10 6	£ s. d. 9 17 0	£ s. d. 9 7 6
Annealer and/or case hardener	8 16 6	9 3 0	8 13 6
Brassfinisher (tradesman)	9 6 0	9 12 6	9 3 0
Brassfinisher (2nd class)	8 11 0	8 17 6	8 8 0
Brass polisher	8 4 0	8 10 6	8 1 0
Blacksmith's machinist	8 2 0	8 8 6	7 19 0
Brass-smith, coppersmith, or other smith	9 7 6	9 14 0	9 4 6
Fitter and/or turner	9 6 0	9 12 6	9 3 0
Fitter, turbine blade	9 10 6	9 17 0	9 7 6
Forger and/or faggoter	10 4 6	10 11 0	10 1 6
Heat treater	9 10 6	9 17 0	9 7 6
Inspector	10 1 6	10 8 0	9 18 6
Key-seating machinist	8 11 0	8 17 6	8 8 0
Locksmith	9 6 0	9 12 6	9 3 0
Machine setter	9 6 0	9 12 6	9 3 0
Machinist—1st class	9 6 0	9 12 6	9 3 0
Machinist—2nd class	8 11 0	8 17 6	8 8 0
Machinist—3rd class	8 2 0	8 8 6	7 19 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	9 10 6	9 17 0	9 7 6
Motor cycle mechanic	9 1 6	9 8 0	8 18 6
Motor mechanic	9 6 0	9 12 6	9 3 0
Mould polisher	8 0 0	8 6 6	7 17 0
Patternmaker	9 19 0	10 5 6	9 16 0
Pipe fitter on low pressure work	8 11 0	8 17 6	8 8 0
Process worker	7 16 0	8 2 6	7 13 0
Refrigeration mechanic or serviceman	9 6 0	9 12 6	9 3 0
Safe maker and/or repairer (security work)	9 6 0	9 12 6	9 3 0
Scalemaker and/or adjuster	9 6 0	9 12 6	9 3 0
Scientific instrument maker	9 19 0	10 5 6	9 16 0
Toolmaker	9 19 0	10 5 6	9 16 0
Toolsmith	9 10 6	9 17 0	9 7 6

Wages per Week of 40 Hours.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Wet stone grinder and glazier (tradesman) ..	9 6 0	9 12 6	9 3 0
Welder—1st class (other than when using Cutler machine)	9 10 6	9 17 0	9 7 6
Welder—1st class (using Cutler machine) ..	8 13 0	8 19 6	8 10 0
Welder—2nd class	8 2 0	8 8 6	7 19 0
Welder—3rd class	7 18 0	8 4 6	7 15 0
Welder—tack	8 0 0	8 6 6	7 17 0
Jobbing moulder and/or coremaker	9 6 0	9 12 6	9 3 0
Plate and machine moulder and/or coremaker— 1st six months' experience	8 2 0	8 8 6	7 19 0
2nd six months' experience	8 5 0	8 11 6	8 2 0
3rd six months' experience	8 8 0	8 14 6	8 5 0
Thereafter	8 13 0	8 19 6	8 10 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry ..	7 3 0	7 9 6	7 0 0
Employee not elsewhere classified	6 17 0	7 3 6	6 14 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	9 7 6	9 14 0	9 4 6
Cash register mechanic	9 7 6	9 14 0	9 4 6
Tradesman	9 6 0	9 12 6	9 3 0
First-class mechanic	8 16 6	9 3 0	8 13 6
Second-class mechanic	8 13 0	8 19 6	8 10 0
Process worker	7 16 0	8 2 6	7 13 0
Other employees with not less than three months' experience in the metal trades industry ..	7 3 0	7 9 6	7 0 0
Employee not elsewhere classified	6 17 0	7 3 6	6 14 0

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

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—1st class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning 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.

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

In the trades of—

- Welder—1st class ;
- Motor mechanic ; and
- Moulder and/or coremaker—jobbing ;

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

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

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

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

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows :—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the 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 wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—		<i>s. d.</i>	<i>s. d.</i>			
1st year	29	0 0	0 9	1 18 0	2 0 0	1 17 0
2nd year	40	1 0	1 0	2 13 0	2 16 0	2 12 0
3rd year	53	1 6	1 6	3 11 0	3 14 6	3 9 0
4th year	84	2 0	2 3	5 12 0	5 17 0	5 9 0
5th year	100	2 0	3 0	7 0 0	7 6 6	6 17 0
	plus 7s.					
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year	33	0 0	0 9	2 3 0	2 5 0	2 2 0
2nd year	53	1 0	1 6	3 10 6	3 14 0	3 8 6
3rd year	84	2 0	2 3	5 12 0	5 17 0	5 9 0
4th year	100	2 0	3 0	7 0 0	7 6 6	6 17 0
	plus 7s.					

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

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 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	25	0 0	0 9	1 12 6	1 14 6	1 12 0
2nd year	33	1 0	1 0	2 4 0	2 6 6	2 3 0
3rd year	50	1 6	1 6	3 7 0	3 10 0	3 5 6
4th year	83	2 0	2 3	5 10 6	5 16 0	5 8 0
5th year	100	2 0	3 0	6 19 0	7 5 6	6 16 0
	plus 6s.					

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

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

Wages per Week of 40 Hours.

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

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

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

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

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

Prohibited Occupations.

- (d) Junior employees shall not be employed:—
- (i) if under the age of 16 years—
 - on oil or gas burners or fires used for heating of small articles; or
 - using electric arc or oxy acetylene blow pipe, or
 - (ii) if under 18 years of age—
 - die setting on power presses; or
 - as furnacemen or assistants to furnacemen.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.

Classes other than classes 2, 3, 4 and 5 of the said Determination shall remain in force.
as foreman or assistant foreman;
die setting on power presses; or
(ii) if under 18 years of age—
using electric arc or oxy acetylene blow pipe, or
on oil or gas burners or fires used for heating of small articles; or
(i) if under the age of 16 years—
(b) Junior employees shall not be employed:—
Provided Occupations.

the first pay period to commence in August, 1942.
The provisions shall not operate to reduce the rates paid to any female employee as from the beginning of



VICTORIA GOVERNMENT GAZETTE.

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No. 126]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 883 of the 28th October, 1949, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £10 1 0 per week of 40 hours.

JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
(i) under a contract of apprenticeship as hereinafter provided;
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
(iii) as a female improver.

(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.
One or Two	One	or One
Three or four	One Two	and One and Nil
Five, six, or seven.. .. .	Two Three Four	and Two or One or Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven	

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows :—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

(i) Five-year term—		£	s.	d.
First year	.. .. .	2	6	9
Second year	.. .. .	3	2	3
Third year	.. .. .	4	5	0
Fourth year	.. .. .	5	12	9
Fifth year	.. .. .	7	10	0
(ii) Four-year term—				
First year	.. .. .	2	15	9
Second year	.. .. .	4	5	0
Third year	.. .. .	5	12	9
Fourth year	.. .. .	7	10	0

(f) *Wages of Improvers.*—The minimum weekly wages of improvers shall be :—

First year	.. .. .	2	6	9
Second year	.. .. .	3	2	3
Third year	.. .. .	4	5	0
Fourth year	.. .. .	5	12	9
Fifth year	.. .. .	7	10	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at Approved Art Schools.*—

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) Until further order schools approved by the said Board shall be :—
Melbourne Technical College;
Swinburne Technical College, Glenferrie;
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—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.

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

Provided that in calculating the extra time to be so served, the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(k) *Prohibition of Premiums.*—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.

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

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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



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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 30 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File chisel whetter	8 12 0	8 13 6	8 9 0
File inspector—First class	8 7 0	8 13 6	8 4 0
File inspector (other)—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 7 0	8 13 6	8 4 0
File cutter—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 7 0	8 13 6	8 4 0
Hand hammer file forger—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 7 0	8 13 6	8 4 0
File tang roller—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 7 0	8 13 6	8 4 0
File compound controller	8 5 6	8 12 0	8 2 6
File edge grinder—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
File side grinder—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
File hardener—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
File point roller—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
File bar clipper—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 2 0	8 8 6	7 19 0
File roll flattener—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 2 0	8 8 6	7 19 0

Wages per Week of 40 hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File brander	7 16 0	8 2 6	7 13 0
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 2 0	8 8 6	7 19 0
Half round or round file grinder—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
File tang and point trimmer—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	7 19 0	8 5 6	7 16 0
File miller—			
(a) First three months' experience as such	7 16 0	8 2 6	7 13 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
File acider	8 1 0	8 7 6	7 18 0
File sand blaster	7 19 6	8 6 0	7 16 6
Semi-automatic hammer file forger	7 19 0	8 5 6	7 16 0
File straightener (hand)	7 19 0	8 5 6	7 16 0
File grinder (other)	7 19 0	8 5 6	7 16 0
File edge setter (machine or hand)	7 19 0	8 5 6	7 16 0
File stripper (machine or hand)	7 19 0	8 5 6	7 16 0
File chisel grinder	7 19 0	8 5 6	7 16 0
File cropper	7 19 0	8 5 6	7 16 0
File point grinder	7 19 0	8 5 6	7 16 0
File safe edger	7 19 0	8 5 6	7 16 0
File tang bluer	7 19 0	8 5 6	7 16 0
File anneal loader	7 17 0	8 3 6	7 14 0
File straightener (machine)	7 16 0	8 2 6	7 13 0
File counter	7 16 0	8 2 6	7 13 0
File drier	7 16 0	8 2 6	7 13 0
File oiler	7 16 0	8 2 6	7 13 0
File paster	7 16 0	8 2 6	7 13 0
File ringer	7 16 0	8 2 6	7 13 0
Other employes with not less than three months' experience in this industry	7 3 0	7 9 6	7 0 0
All others	6 17 0	7 3 6	6 14 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

- Automatic file blanking machine operator;
- File bar clipper;
- File brander;
- File cutter;
- File edge grinder;
- File hardener (where a fixture is used);
- File point roller;
- File roll flattener;
- File side grinder;
- File tang and point trimmer;
- File tang roller;
- Hand hammer file forger.

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.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors 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 Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
				Per Week.	Per Week.	Per Week.
				£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	6 0	4 12 0	4 16 6	4 10 0
All others	75	3 0	7 0	5 6 0	5 11 0	5 3 6
<i>II.—Junior Females.</i>						
17 years of age and under	40	1 0	3 6	2 15 6	2 18 6	2 14 6
18 years of age	47½	1 3	4 0	3 6 0	3 9 0	3 4 6
19 years of age	55	1 6	4 6	3 16 6	4 0 0	3 14 6
20 years of age	62½	2 0	5 0	4 7 0	4 11 0	4 5 0
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	2 0	1 14 6	1 16 0	1 13 6
16 years of age	35	0 9	3 0	2 8 6	2 11 0	2 7 6
17 years of age	47½	1 0	4 0	3 6 0	3 9 0	3 4 6
18 years of age	60	1 0	5 0	4 3 0	4 6 6	4 1 0
19 years of age	75	2 0	6 0	5 4 0	5 9 0	5 1 6
20 years of age	90	2 0	7 0	6 4 0	6 10 0	6 1 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.

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

Prohibited Occupations.

- (c) Junior employees shall not be employed :—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles.
using electric arc or oxy acetylene blow pipe.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 128]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

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.	s. d.
Under 16 years.. ..	39	3	35	3	
16 years	50	3	39	3	
17	67	6	46	0	
18	74	9	53	6	
19	98	0	66	9	
20	110	9	75	3	
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Improvers.</i></p> <p>One improver to every worker receiving not less than the minimum wage.</p> <p><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.</p>				<p>MALES.</p> <p>Persons employed in the cotton wool bleaching department 164 6</p> <p>Woollen pickers 161 6</p> <p>Feeders of—</p> <p>Rag machines 159 6</p> <p>Other machines 159 6</p> <p>Rippers 159 6</p> <p>Persons operating milling machine, hardening machine, or tentering machine 159 6</p> <p>Persons operating other machines 159 6</p> <p>Assistant to persons operating milling machine, hardening machine, or tentering machine 157 6</p> <p>Assistant to persons operating other machines 157 6</p> <p>Cotton pickers 156 6</p> <p>All others 155 6</p> <p>Leading hands, if in charge of four or more workers 5s. a week extra</p> <p>FEMALES.</p> <p>Feeders of rag machines 116 6</p> <p>Feeders of machines other than rag machines 101 6</p> <p>Rippers 97 3</p> <p>Woollen pickers 103 0</p> <p>Cotton pickers 97 3</p> <p>Weighers and wrappers of cotton wool 97 3</p> <p>All others 97 3</p> <p>Leading hands, if in charge of four or more workers 5s. a week extra</p>	

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.

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





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No. 129]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 36 and 50 of the Determination published in *Government Gazette* No. 42 of the 27th January, 1950, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2.

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				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> Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
17 years of age	66 0	..	64 6	..	
18 years of age	83 0	66 0	81 0	64 6	
19 years of age	104 0	78 6	101 6	74 6	
20 years of age	124 0	87 0	121 6	85 0	

Junior employees 18 years of age and over shall be subject to a deduction of 15s. per week for board.

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.				
Barman	s. d. 164 0	s. d. ..	s. d. 161 0	s. d. ..
Cellarman	176 0	..	173 0	..
Assistant Cellarman	164 0	..	161 0	..
Barmaids .. .. .	..	164 0	..	161 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	204 0	150 3	201 0	148 6
Five, six, or seven	194 0	140 3	191 0	138 6
Three or four	176 0	122 3	173 0	120 6
Other first cooks, or cook employed alone	170 0	116 3	167 0	114 6
Second cook where number of persons employed in kitchen is—				
Eight or more	186 6	132 9	183 6	131 0
Five, six, or seven	176 6	122 9	173 6	121 0
Other second cooks	164 0	114 3	161 0	112 6
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	186 6	132 9	183 6	131 0
Five, six, or seven	176 6	122 9	173 6	121 0
Other night or relieving cooks	164 0	110 3	161 0	108 6
Larder cook	167 0	113 3	164 0	111 6
Pastrycook	170 0	116 3	167 0	114 6
Stove, grill, fish, third or breakfast cook	164 0	110 3	161 0	108 6
Vegetable or assistant cook	161 0	107 3	158 0	105 6
Oysterman	154 0	..	151 0	..
Pantryman or kitchenman	154 0	..	151 0	..
Storeman	181 0	..	158 0	..
Head waiter	164 0	..	161 0	..
Other waiters (Drink and/or food)	154 0	..	151 0	..
Night porter	154 0	..	151 0	..
Day porter	154 0	..	151 0	..
Billiard-room attendant	154 0	..	151 0	..
Commissionaire or messenger	154 0	94 3	151 0	92 6
Housekeeper, stewardess, or manageress .. .. .	..	110 3	..	108 6
Laundress .. .. .	..	98 3	..	96 6
Head waitress .. .. .	..	100 3	..	98 6
Other waitresses .. .. .	..	94 3	..	92 6
Pantrymaid or kitchenmaid .. .. .	..	94 3	..	92 6
Housemaid .. .. .	..	94 3	..	92 6
Persons not otherwise provided for	154 0	94 3	151 0	92 6
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 59 6	..	Per week of 20 hours 58 6

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 hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

CLUBS.

APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 40 HOURS.						PROPORTION (IN ANY PLACE).
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
Under 16 years of age	s. d. 41 6	s. d. 1 0	s. d. 42 6	s. d. 41 6	s. d. 1 0	s. d. 42 6	<p>MALES OR FEMALES.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
16 years of age ..	55 0	1 6	56 6	43 6	1 0	44 6	
17 ..	64 0	1 8	65 6	50 6	1 3	51 9	
18 ..	72 6	1 9	74 3	53 6	1 6	55 0	
19 ..	88 6	2 3	90 9	58 6	1 6	60 0	
20 ..	114 0	3 0	117 0	65 6	1 9	67 3	

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 26 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	160 0	..	160 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	200 0	148 0	200 0	148 0
Five, six, or seven	190 0	138 0	190 0	138 0
Three or four	172 0	120 0	172 0	120 0
Other first cooks or cook employed alone	166 0	114 0	164 3	114 0
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	182 6	130 6	182 6	130 6
Five, six, or seven	172 6	120 6	172 6	120 6
Less than five	160 0	108 0	158 6	108 0
Larder cook	163 0	111 0	162 6	111 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	162 0	109 0	161 6	109 0
Third, stove, grill, fish, or breakfast cook	160 0	108 0	158 6	108 0
Vegetable or assistant cook	157 0	105 0	157 0	105 0
Oysterman	150 0	..	149 6	..
Pantryman or kitchenman	150 0	..	148 6	..
Storeman	157 0	..	157 0	..
Head waiter	160 0	..	160 0	..
Other waiters	150 0	..	148 6	..
Night porter	150 0	..	148 6	..
Day porter	150 0	..	148 6	..
Billiard-room attendant	150 0	..	148 6	..
Commissionaire or messenger	150 0	..	148 6	..
Housekeeper, stewardess, or manageress .. .. .	..	103 0	..	103 0
Laundress .. .. .	..	93 0	..	93 0
Head waitress or supervisor .. .. .	..	93 0	..	93 0
Other waitresses .. .. .	..	89 0	..	89 0
Pantrymaid or kitchenmaid .. .. .	..	89 0	..	89 0
Counterhand .. .. .	..	89 0	..	89 0
Housemaid .. .. .	..	89 0	..	89 0
Linen maid or seamstress .. .. .	..	93 6	..	93 6
Persons not otherwise provided for	150 0	89 0	148 6	89 0
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	59 3	..	58 6

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

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. "
Other females	2s. 6d. "

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.

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided 9s. 0d. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 0d. per week less; or
- (iv) boards and lodges the employee, 21s. 0d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

50. (a) APPRENTICES OR IMPROVERS.

	Wages per week of 40 hours.						PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
Under 16 years of age	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	One apprentice to every three or fraction of three workers receiving not less than the minimum wage. One improver to every four or fraction of four workers receiving not less than the minimum wage.
16 years of age	41 6	1 0	42 6	41 6	1 0	42 6	
17	55 0	1 6	56 6	43 6	1 0	44 6	
18	64 0	1 6	65 6	50 6	1 3	51 9	
19	72 6	1 9	74 3	53 6	1 6	55 0	
20	88 6	2 3	90 9	58 6	1 6	60 0	
	114 0	3 0	117 0	65 6	1 9	67 3	

(b) OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	197 0	148 0	197 0	148 0
Five, six, or seven	187 0	138 0	187 0	138 0
Three or four	169 0	120 0	169 0	120 0
Other first cooks or cook employed alone	163 0	114 0	161 3	114 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	179 6	130 6	179 6	130 6
Five, six, or seven	169 6	120 6	169 6	120 6
Other second cooks	157 0	108 0	155 6	108 0
Night or relieving cook	157 0	108 0	155 6	108 0
Larder cook	160 0	111 0	159 6	111 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	159 0	109 0	158 6	109 0
Third, stove, grill, fish, or breakfast cook	157 0	108 0	155 6	108 0
Vegetable or assistant cook	154 0	105 0	154 0	105 0
Oysterman	147 0	..	146 6	..
Pantryman or kitchenman	147 0	..	145 6	..
Storeman or storewoman	154 0	93 0	154 0	93 0
Head waiter	157 0	..	157 0	..
Other waiters	147 0	..	145 6	..
Night porter	147 0	..	145 6	..
Day porter	147 0	..	145 6	..
Billiard-room attendant	147 0	..	145 6	..
Commissionaire or messenger	147 0	..	145 6	..
Housekeeper or stewardess	..	103 0	..	103 0
Laundress	..	93 0	..	93 0
Head waitress or supervisor	..	93 0	..	93 0
Other waitresses	..	89 0	..	89 0
Pantrymaid or kitchenmaid	..	89 0	..	89 0
Fruit juice, flavour, or soda fountain hand	..	92 0	..	92 0
Counterhand (other than a soda fountain hand as defined)	..	89 0	..	89 0
Housemaid	..	89 0	..	89 0
Linen maid or seamstress	..	93 6	..	93 6
Persons not otherwise provided for	147 0	89 0	145 6	89 0
		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	58 6	..	58 6

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—
 Males 4s. 0d. per week
 Midday waitresses, midday kitchenmaids or pantrymaids 1s. 6d. „
 Other females 2s. 6d. „

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 restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
- (iv) boards and lodges the employee, 21s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses, other than clauses 2, 36 and 50, of the said Determination shall remain in force.



VICTORIA
GOVERNMENT GAZETTE.

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No. 130]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

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.
16 years of age and under 17	£ s. d. 3 11 5	s. d. 0 11	£ s. d. 3 13 4	s. d. 1 10	Chamber hands	£ s. d. 10 13 6	s. d. 4 0	£ s. d. 10 17 6	s. d. 5 5½
17 " " " 18	4 0 9	0 11	4 1 8	2 0½					
18 " " " 19	4 14 0	1 10	4 15 10	2 4½					
19 " " " 20	5 11 6	1 10	5 13 4	2 10					
20 " " " 21	6 19 9	2 9	7 2 6	3 6½	All others	10 0 10	4 0	10 4 10	5 1½/20

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. GOURLAY, Government Printer, Melbourne.



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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 308 of the 11th April, 1949, shall be replaced by the following clause:—

2.

ADULT MALES.

	Per Week.		
	£	s.	d.
<i>Gelatine and Glue.</i>			
1. Men working in raw material stores	7	19	6
2. Men working raw materials cutting machine	8	0	6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant ..	8	5	6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	7	19	6
5. Men working at lime pits	8	5	6
6. Men in charge of and actually operating dollies	8	9	6
7. Men assisting in dolly shed	8	0	6
8. Men in charge of and actually working at boiling pans	8	5	6
9. Men assisting in boiling shed	7	19	6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats and coolers	8	9	6
11. Men assisting (including emptying coolers)	7	19	6
12. Men operating gelatine and/or glue cutters	8	3	6
13. Men assisting	7	19	6
14. Men in charge of and actually operating Cube Drying Plant	8	7	6
15. Men assisting	7	19	6
16. Men working at other drying plants	7	19	6
17. Men engaged at gelatine and/or glue grinding	8	0	6
18. Men engaged in treating frames	7	19	6
19. Men engaged in assembling and repairing frames	7	19	6
20. Blenders—Gelatine and/or Glue	8	5	6
21. Gelatine and/or Glue Store Hands	8	0	6
22. Men in charge of and actually working at scutching pans, hydraulic presses, grease pans, grease filters and seeding tanks and washing trotter bones	8	5	6
23. Men assisting	7	19	6
24. Men working in Roller driers and associated grinders	8	0	6
25. Men in charge of and actually working at vegetable and prepared glue vats	8	5	6
26. Men assisting and store-hands including calves feet jelly	8	0	6
27. Men operating residue driers	8	7	6
28. Men crushing and/or bagging dried residues	8	0	6
29. Men receiving and passing on bones	8	5	6
30. Men actually operating de-greasing plant	8	9	6
31. Men assisting at de-greasing plant and bone polishing	8	0	6
32. Men engaged in washing and neutralizing vats	8	3	6
33. Men engaged in crushing bone residues	8	0	6
34. Men in charge of and actually operating pearl plant	8	7	6
35. Men assisting	7	19	6
36. Men assisting in laboratory work	8	3	6
37. Men not elsewhere included	7	3	6
38. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work			
39. Men engaged skimming settling pits shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work			
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work			

ADULT MALES—continued.

	Per Week.
	£ s. d.
<i>Agar Agar.</i>	
1. Men in charge of and actually washing raw materials and seaweed	8 5 6
2. Men assisting	7 19 6
3. Men in charge of and actually working at boiling vats	8 5 6
4. Men assisting in boiling shed	7 19 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	8 9 6
6. Men assisting including emptying coolers	7 19 6
7. Men operating agar agar cutters	8 3 6
8. Men assisting	7 19 6
9. Men engaged at agar agar freezing plant	8 3 6
10. Men engaged sawing frozen agar agar	8 0 6
11. Men working at Infra-red drying plant	8 9 6
12. Men working at other drying plants	7 19 6
13. Men engaged at spreading and stripping agar agar	7 19 6
14. Men engaged at agar agar grinding, and milling, store hands	8 0 6
15. Men not elsewhere included	7 3 6
16. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

ADULT FEMALES.

	Per Week.
	£ s. d.
Adult female employees—	
after three months' experience in the industry	5 13 6
of less than three months but more than one month's experience in the industry	5 7 6
of less than one month's employment in the industry	3 0 0

JUNIORS.

<i>Males.</i>		
Under 16 years of age		2 17 6
16 and under 17 years of age		3 11 6
17 and under 18 years of age		4 6 0
18 and under 19 years of age		5 0 6
19 and under 20 years of age		5 15 0
20 and under 21 years of age		6 9 0
<i>Females.</i>		
Under 16 years of age		2 8 3
16 and under 17 years of age		3 1 9
17 and under 18 years of age		3 12 6
18 and under 19 years of age		4 0 6
19 and under 20 years of age		4 11 3
20 and under 21 years of age		4 19 6

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2. Clauses, other than clause 2, of the said Determination shall remain in force.



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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette*, No. 871, of the 14th October, 1949, shall be replaced by the following clauses:—

TRAINEES IN OR ABOUT A BABIES' HOME.

2.	Wages* (see Footnote).										
	First year	..	..	..	..	..	..	..	..	..	£ s. d.
	Second year	..	..	..	..	..	..	..	..	..	3 0 6

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).*

Employed at Clerical Work.

	Males.		Females.	
	s.	d.	s.	d.
Under 16 years of age	63	3	54	6
16 years of age	69	9	61	6
17 " "	76	9	68	0
18 " "	99	6	74	9
19 " "	117	6	84	3
20 " "	139	6	95	3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver, 10s. per week less than the rate fixed.

All Other Classes of Work.

Males.	s. d.	Females.		
		Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooroopna Riding of Shire of Rodney.	Employed in any other part of Victoria.	
Under 16 years of age	76 3	†First year's experience ..	77 0	75 6
16 years of age	82 9	Second year's experience ..	85 6	84 0
17 " "	91 3	Third year's experience ..	94 0	92 6
18 " "	100 0	And thereafter the adult female rate.		
19 " "	110 6	† Provided that no person who was engaged in the trade prior to the 29th March, 1948, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.		
20 " "	126 0			

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder :—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend evening classes at the said school in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be :—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be :—

	Per Week.* (See Footnote)
	£ s. d.
First year	3 7 0
Second year	4 3 3
Third year	5 6 9
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 15s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 15s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three female workers receiving not less than 11s. 3d. per week.	One female improver to every six or fraction of six female workers receiving not less than 11s. 3d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.
OTHER EMPLOYEES.

4. (a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Mildura, or Warrnambool; the Towns of Hamilton, Horsham, Sale, or Warragul; the Borough of Wangaratta; or the Mooroopna Riding of Shire of Rodney.

Males.	Per Week	Females.	Per Week
WAGES.* (See footnote.)	s. d.	WAGES.* (See footnote.)	s. d.
Clerks	167 6	Clerks	122 9
Cook; where there is only one employed ..	178 6	Cook; where there is only one employed ..	127 9
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	178 6	One to three kitchen employees	127 9
Four to seven kitchen employees	185 6	Four to seven kitchen employees	135 3
Eight or more kitchen employees	195 6	Eight or more kitchen employees	145 3
Cooks—Second	175 6	Second cooks	125 3
Other cooks	172 6	Other cooks	122 9
Person in charge of instrument room and/or sharpening and adjusting instruments ..	193 0	Head housemaids	117 9
Assistant to person in charge of instrument room—		Housekeepers	132 9
1st year	164 0	Head laundresses in charge of—	
Thereafter	174 0	One to three persons	125 3
Dresser, chief, where five or more dressers are employed	195 0	Four or more persons	130 3
		Second laundresses	120 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.	WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.
Deputy chief dresser, where five or more dressers are employed	190 6	Laundresses where only one employed	120 3
Dressers doing venereal diseases work	186 0	Other laundresses—	
Other dressers and/or steriliser room attendant—		1st year's experience as such	113 3
1st year's experience as such	163 6	2nd year's experience as such	114 3
2nd year's experience as such	168 6	Thereafter	115 3
Thereafter	173 6	Sorters	120 3
Chief theatre attendant	189 0	Washing machine hands	128 3
Foreman in charge of—		Storekeeper in charge of one or more store hands or where there is only one employed	122 9
One to nine employees	181 6	Storekeeper's assistants—	
Ten or more employees	199 0	1st year's experience as such	113 3
Assistant foreman	169 0	2nd year's experience as such	114 3
Gardener in charge of one or more garden employees	169 0	Thereafter	115 3
Gardeners	161 0	Stenographers and/or typistes—	
Gardener's Labourer	156 0	1st year's experience as such	122 9
Incinerator attendants	161 0	2nd year's experience as such	125 3
Kitchenmen or scullerymen	161 0	Thereafter	127 9
Laboratory assistants	164 6	Telephonists	130 3
Laundry Washing machine hands	164 0	Waitresses—	
Laundrymen other	159 0	1st year's experience as such	113 3
Mortuary-men employed solely on post-mortem work	194 0	2nd year's experience as such	114 3
Other mortuary-men	159 0	Thereafter	115 3
And 10s. extra for each post-mortem.		Wardmaids—	
Motor ambulance drivers or assistants	173 6	1st year's experience as such	113 3
Motor driver	163 6	2nd year's experience as such	114 3
Operating theatre attendants	169 0	Thereafter	115 3
Casualty porters engaged on preparations and theatre work	164 0	Registered X-ray technicians—	
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae	164 0	1st year's experience as such	142 9
Other dispensary porters	159 0	2nd year's experience as such	147 9
Relieving porters	158 6	Thereafter	152 9
X-ray porters	156 0	Laboratory assistants	128 3
Night porters who in the course of their duties patrol the hospital	159 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Other night porters	156 0	(i) In charge of a ward	125 3
Recording attendants	167 6	(ii) Other than in charge of a ward—	
Splint makers	169 0	1st year's experience	118 3
Splint makers' assistants	159 0	2nd year's experience	119 3
Storemen in charge of one or more storemen or where there is only one employed	171 6	Thereafter	120 3
Other storemen	161 0	Seamstresses who cut out and fit garments	127 3
Telephone attendants	159 0	Other seamstresses—	
Ward cleaners handling sputum mugs	169 0	1st year's experience as such	115 3
Other ward cleaners	156 0	2nd year's experience as such	116 3
X-ray attendants	164 0	Thereafter	117 3
X-ray technicians—		All others—	
1st year's experience as such	186 6	1st year's experience as such	113 3
2nd year's experience as such	201 6	2nd year's experience as such	114 3
Thereafter	211 6	Thereafter	115 3
First-aid attendant employed in connexion with an industrial or commercial undertaking—			
1st year's experience	159 0		
2nd year's experience	164 0		
Thereafter	169 0		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	161 0		
All others—			
1st year of service	151 0		
Thereafter	156 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES.* (See footnote.)	Per Week s. d.	WAGES.* (See footnote.)	Per Week s. d.
Cook; where there is only one employed	178 6	Clerks	118 3
Cooks in charge of—		Cooks—	
One to three kitchen employees	178 6	First—or where there is only one employed	127 9
Four to seven kitchen employees	185 6	Second	122 9
Eight or more kitchen employees	195 6	Head laundress; or where there is only one employed	120 3
Cooks—Second	175 6	Other laundresses	115 3
Other Cooks	172 6	Stenographers and/or typistes	123 3
Motor ambulance drivers or assistants	173 6	Telephonists	118 3
Motor driver	163 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
First-aid attendant employed in connexion with an industrial or commercial undertaking—		(i) In charge of a ward	125 3
1st year's experience	159 0	(ii) Other than in charge of a ward—	
2nd year's experience	164 0	1st year's experience	118 3
Thereafter	169 0	2nd year's experience	119 3
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	161 0	Thereafter	120 3
All others—		All others—	
1st year of service	151 0	1st year's experience	113 3
Thereafter	156 0	2nd year's experience	114 3
		3rd year's experience	115 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

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



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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

ICE CREAM BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 1025, of the 30th November, 1949, shall be replaced by the following clause:—

2.

ORDINARY WORKERS.

* APPRENTICES OR IMPROVERS.				JUVENILE WORKERS.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
<i>Males.</i>				<i>Males.</i>			
	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.	Ordinary Wage.	War Loading. (Not 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>	
Under 16 years of age	67 0	1 6	68 6	Under 16 years of age	67 0	1 6	68 6
16-17 years of age	77 6	2 0	79 6	16-17 years of age	77 6	2 0	79 6
17-18 years of age	84 0	2 6	86 6	17-18 years of age	84 0	2 6	86 6
18-19 years of age	102 6	3 0	105 6	<i>Females.</i>			
19-20 years of age	132 6	3 6	136 0	Under 16 years of age	64 6	1 6	66 0
20-21 years of age	153 0	4 6	157 6	16-17 years of age	74 6	1 6	76 0
				17-18 years of age	77 6	2 0	79 6
				18-19 years of age	88 6	2 0	90 6
				19-20 years of age	94 0	2 0	96 0
				20-21 years of age	105 0	2 6	107 6

PROPORTION.

One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 173s. per week of 40 hours.

PROPORTION.

Three female juvenile workers to every two female workers receiving 129s. per week of 40 hours.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.			
<i>Males.</i>			
	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pasteurizer	178 0	5 0	183 0
Mixer	178 0	5 0	183 0
Cooling, or	178 0	5 0	183 0
Freezer	178 0	5 0	183 0
Assistant to any of the above-mentioned operators	171 0	5 0	176 0
Dixie	172 6	5 0	177 6
Cup, or	172 6	5 0	177 6
Chocolate bar	172 6	5 0	177 6
Persons cutting and wrapping dry ice	178 0	5 0	183 0
Mould cutter, by machine	172 6	5 0	177 6
Mould cutter, by hand	176 0	5 0	181 0
Can washer, floor hand, or person handling crushed ice	171 0	5 0	176 0
All others	168 0	5 0	173 0
<i>Females.</i>			
All adults	126 0	3 0	129 0

* NOTE.—The Board has determined that as from the 1st November, 1949, no apprentice shall be taken to the trade. Clauses, other than clause 2, of the said Determination shall remain in force.





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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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 4 of the 3rd January, 1950, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

(a) Juniors.					(b) Other employees.	
	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>Oxygen, Acetylene, Air, Nitrogen, CO₂, and Hydrogen.</i>	
Under 16 years of age ..	25	0 6	2 0	1 14 6	<i>£ s. d.</i>	
16 years of age ..	35	0 9	3 0	2 8 6	Acetylene plant attendant ..	8 11 6
17 years of age ..	47½	1 0	4 0	3 6 0	Acetylene generator attendant ..	8 3 6
18 years of age ..	60	1 0	5 0	4 3 0	Operator of dry-ice machine ..	7 18 0
19 years of age ..	75	2 0	6 0	5 4 0	Cylinder tester and/or valve hand ..	7 18 0
20 years of age ..	90	2 0	7 0	6 4 0	Cylinder filler ..	7 16 0
The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.					Other employees with not less than three months' experience in the industry ..	
					All others	
					6 17 0	

The Board has determined that no apprentice shall be taken to the trade.

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.

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. 135]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY H. BEERS,
Secretary for Labour.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 29 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	9 2 6	9 9 0	8 19 6
5 and 6 inch, footman	8 14 0	9 0 6	8 11 0
4 inch and under, headman	8 17 0	9 3 6	8 14 0
4 inch and under, footman	8 7 0	8 13 6	8 4 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	8 4 6	8 11 0	8 1 6
Dresser of pipes, including dresser on emery wheels	8 4 0	8 10 6	8 1 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	8 18 0	9 4 6	8 15 0
5 and 6 inch, spigot	8 7 0	8 13 6	8 4 0
4 inch and under, faucet	8 11 0	8 17 6	8 8 0
4 inch and under, spigot	8 3 0	8 9 6	8 0 0
Finishers and casters—			
5 and 6 inch	8 18 0	9 4 6	8 15 0
4 inch and under	8 11 0	8 17 6	8 8 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	9 6 0	9 12 6	9 3 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	8 2 0	8 8 6	7 19 0
2nd six months' experience	8 5 0	8 11 6	8 2 0
3rd six months' experience	8 8 0	8 14 6	8 5 0
Thereafter	8 13 0	8 19 6	8 10 0
Dresser and grinder (when using portable machine)	8 6 0	8 12 6	8 3 0
Dresser and grinder (other)	8 4 0	8 10 6	8 1 0
Furnaceman—cupola	8 11 0	8 17 6	8 8 0
Furnaceman—electric	8 10 0	8 16 6	8 7 0
Furnaceman—other	8 8 0	8 14 6	8 5 0
Assistant furnaceman	8 2 0	8 8 6	7 19 0
Loader and unloader of annealing furnace	8 2 0	8 8 6	7 19 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	8 2 0	8 8 6	7 19 0
(b) other	8 12 0	8 18 6	8 9 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	8 2 0	8 8 6	7 19 0

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

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

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

Leading Hands.

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

3. **APPRENTICESHIP**
(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the 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.

Proportion.

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

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

WAGES PER WEEK OF 40 HOURS.

---	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	29	s. d.	s. d.	1 18 0	2 0 0	1 17 0
2nd year	40	1 0	1 0	2 13 0	2 16 0	2 12 0
3rd year	53	1 6	1 6	3 11 0	3 14 6	3 9 0
4th year	84	2 0	2 3	5 12 0	5 17 0	5 9 0
5th year	100 plus 7s.	2 0	3 0	7 0 0	7 6 6	6 17 0
<i>Four-year Terms—Apprentices commencing after the Age of 17 Years.</i>						
1st year	33	..	0 9	2 3 0	2 5 0	2 2 0
2nd year	53	1 0	1 6	3 10 6	3 14 0	3 8 6
3rd year	84	2 0	2 3	5 12 0	5 17 0	5 9 0
4th year	100 plus 7s.	2 0	3 0	7 0 0	7 6 6	6 17 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

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

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

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

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

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

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

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

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



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No. 136]

TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

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.

Experience.	MALES. Wages per Week.				Experience.	FEMALES. Wages per Week.	
	Commencing Age.					s. d.	s. d.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			
1st year	39 0	39 0	42 9	46 0	1st year	39 6	
2nd year	51 3	51 3	61 3	74 0	2nd year	47 0	
3rd year	61 3	66 0	87 0	99 9	3rd year	60 3	
4th year—					4th year	75 0	
1st six months	81 0	90 9	102 9	126 3	5th year and until 21 years of age	92 0	
2nd six months	81 0	90 9	126 3	128 6			
5th year—							
1st six months	109 0	114 0	145 6	151 9			
2nd six months	109 0	142 3	145 6	151 9			
6th year and until 21 years of age	145 6	151 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.
<i>Males.</i>	£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—		
1st year's experience	7 15 0	7 12 0
2nd year's experience	8 0 0	7 17 0
3rd year's experience	8 5 0	8 2 0
All others	8 7 6	8 4 6
<i>Females.</i>		
All adults	6 2 0	5 19 0

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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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 516 of the 9th June, 1949, shall be replaced by the following clause:—

2.

WAGES.

	Apprentices.						Improvers.										
	Males.			Females.			Males.			Females.							
	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.					
	s.	d.	s.	d.	s.	d.		s.	d.	s.	d.	s.	d.	s.	d.		
1st year	33	6	0	9	34	3	33	6	0	9	34	3	33	6	0	9	
2nd "	43	3	0	9	44	0	37	9	0	9	38	6	44	0	37	9	
3rd "	55	6	1	0	56	6	43	3	0	9	44	0	56	6	43	3	
4th "	67	0	1	3	68	3	55	3	1	0	56	3	68	3	55	3	
5th "	79	6	1	6	81	0	67	6	1	3	68	9	81	0	67	6	
							Under 16 years of age										
							16 years of age										
							17	"	"	57	9	1	0	58	9	37	9
							18	"	"	78	6	1	6	80	0	44	3
							19	"	"	97	0	1	9	98	9	53	9
							20	"	"	121	9	2	3	124	0	67	6

NUMBER (in any place).

Apprentices.

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

Male Improvers.

One male improver to every three or fraction of three male workers receiving 15s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 92s. 3d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Males.			
(a) Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	181 0	3 0	184 0
Foreman of any Department in which three to five workers are employed	172 0	3 0	175 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	170 0	3 0	173 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	163 0	3 0	166 0
Drug Department employee who is required only to weigh and/or measure under supervision	157 0	3 0	160 0
Salesman in any Department under supervision	154 6	3 0	157 6
All others	150 0	3 0	153 0
(b) Employees (other than in Warehouses).			
(i) In Alkaloid Extraction Department.			
Foreman in charge of one or more persons	183 0	3 0	186 0
First assistant	165 0	3 0	168 0
Second assistant	159 0	3 0	162 0
(ii) In Alkaloid Refining Department.			
Person in charge of refining operations and records	173 0	3 0	176 0
Refinery operator purifying alkaloids	165 0	3 0	168 0
Refinery operator (other)	159 0	3 0	162 0
(iii) In Other Places.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	181 0	3 0	184 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	172 0	3 0	175 0
First Assistant where five or more workers are employed	164 0	3 0	167 0
Ether Stillman	162 0	3 0	165 0
Assistant engaged in any of the following processes under supervision:—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	157 0	3 0	160 0
(b) Granulating			
(c) Pill and Tablet Coating			
All others	150 0	3 0	153 0
Females.			
Alkaloid Refining Department.			
Person in charge of refining operations and records	145 0	3 0	148 0
Person filling and wrapping	119 6	2 3	121 9
Other Places.			
Forewoman in charge of one to five workers	115 0	2 3	117 3
Forewoman in charge of six or more workers	119 9	2 3	122 0
Other adults	90 6	1 9	92 3

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



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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 27 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

Adults.	Wages 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.
Furnaceman—electric	8 10 0	8 16 6	8 7 0
Furnaceman—other	8 3 0	8 9 6	8 0 0
Furnaceman's assistant	7 17 0	8 3 6	7 14 0
Press operator	8 2 0	8 8 6	7 19 0
Die attendant	8 2 0	8 8 6	7 19 0
Hexa on straightener	8 0 0	8 6 6	7 17 0
Draw bench operator	7 16 0	8 2 6	7 13 0
Pickler	7 16 0	8 2 6	7 13 0
Other machine operator	7 16 0	8 2 6	7 13 0
Hand straightener	7 14 0	8 0 6	7 11 0
Pointer	7 13 0	7 19 6	7 10 0
Die striker	7 12 0	7 18 6	7 9 0
Other employees with not less than three months' experience in this industry	7 3 0	7 9 6	7 0 0
All others	6 17 0	7 3 6	6 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.

No. 138.—1120/50.—PRICE 3D.

JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Further Additional Loading.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. <i>s. d.</i>	Per Week. <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 ..	25	0 6	1 0	2 0	1 15 6	1 17 0	1 14 6
16 years of age ..	33	0 9	1 9	2 6	2 7 0	2 9 6	2 6 0
17 years of age ..	60	1 0	3 0	5 0	4 6 0	4 9 6	4 4 0
18 years of age ..	75	2 0	4 0	6 0	5 8 0	5 13 0	5 5 6
19 years of age and over ..	90	2 6	4 6	7 0	6 9 0	6 15 0	6 6 6
			<i>Foundries</i>				
			<i>Elsewhere</i>				
Under 16 years of age ..	25	0 6	..	2 0	1 14 6	1 16 0	1 13 6
16 years of age ..	35	0 9	..	3 0	2 8 6	2 11 0	2 7 6
17 years of age ..	47½	1 0	..	4 0	3 6 0	3 9 0	3 4 6
18 years of age ..	60	1 0	..	5 0	4 3 0	4 6 6	4 1 0
19 years of age ..	75	2 .	..	6 0	5 4 0	5 9 0	5 1 6
20 years of age ..	90	2 0	..	7 0	6 4 0	6 10 0	6 1 6

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

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(c) Junior employees shall not be employed—

- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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



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TUESDAY, FEBRUARY 21.

[1950

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 February, 1950.

Dated at Melbourne, this
17th day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 31 of the 13th January, 1950, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chelwell, and the City of Warrnambool.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	162 0	159 0
Between 3 ft. 6 in. and 5 feet in width	165 0	162 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	179 6	176 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	165 0	162 0
Tester not engaged as fitter	154 0	151 0
Pattern and moulding box fitter and filer	165 0	162 0
Painter, brush	155 0	152 0
Painter, spray	158 0	155 0
Press operator	156 0	153 0
Other power machinist	153 0	150 0
Polisher and grinder	162 0	159 0
Stove blacksmith	159 0	156 0
Electroplater in charge	171 0	168 0
Electroplater's assistant	157 0	154 0
Labourer delivering material to and taking finished articles from fitters	151 0	148 0
Stove blacksmith's striker	154 0	151 0
Labourer directly assisting workmen whose margins exceed 26s. per week	157 0	154 0
Other employees with not less than three months' experience in the industry	143 0	140 0
All others	137 0	134 0

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other Parts of Victoria.
POBCELAIN ENAMELLING SECTION.		
	<i>s. d.</i>	<i>s. d.</i>
Fuser	166 0	163 0
Fuser's assistant	157 0	154 0
Mill hand and mixer	157 0	154 0
Sprayer	158 0	155 0
Shot and sand-blast dresser	163 0	160 0
Other dresser	158 0	155 0
Swiller, gripper, and brusher	154 0	151 0
Pickler	154 0	151 0
Rackman	152 0	149 0
Other employees with not less than three months' experience in the industry	143 0	140 0
All others	137 0	134 0

3.

JUNIOR MALE AND FEMALE LABOUR.

	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Constant).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Junior Males.</i>					
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		44 3	0 9	2 6	47 6
17 and under 18 years of age		78 0	1 0	4 6	83 6
18 and under 19 years of age		97 0	2 0	6 0	105 0
19 and under 21 years of age		117 3	2 6	7 0	126 9
<i>Adult Females.</i>					
If of less than twelve months' experience	65		3 0	6 0	92 0
Of twelve months' experience or more	75		3 0	7 0	106 0
<i>Junior Females.</i>					
17 years of age and under	40		1 0	3 6	55 6
18 years of age	47½		1 3	4 0	66 0
19 years of age	55		1 6	4 6	76 6
20 years of age	62½		2 0	5 0	87 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of male juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 24 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. The wages of females shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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