



VICTORIA GOVERNMENT GAZETTE.

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No. 152]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 842 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.					
	s. d.		s. d.				s. d.
1st year's experience	29 6	1st six months' experience	23 3	Grinding mill attendant	..	..	141 0
2nd "	41 6	2nd "	29 6	Person engaged in testing and/or checking	..	..	147 0
3rd "	56 9	3rd "	34 3	formulae	..	..	142 0
4th "	76 3	4th "	40 9	Person in charge of mixing ingredients and	..	..	137 0
5th "	97 6	5th "	45 9	making chalks from given formulae	..	..	76 9
6th "	112 6	6th "	51 9	Persons not provided for			
7th "	120 6	7th "	57 0	Males	..	..	137 0
		8th "	64 9	Females	..	..	76 9
and thereafter the minimum wage.							
Proportion.							
One male improver to each male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							

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

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No. 153]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section published in *Government Gazette* No. 841 of the 16th September, 1949, shall be replaced by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

2.		WAGES PER WEEK OF 40 HOURS.	
(a) Improvers.		(b) Other Employees.	
	s. d.		s. d.
Under 17 years of age	31 3	All adults	137 0
17 years of age	46 6		
18 years of age	62 6		
19 years of age	84 3		
20 years of age	102 6		
<i>Proportion (in any place).</i>			
One improver to each adult employee.			

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14.		WAGES PER WEEK OF 40 HOURS.	
(a) IMPROVERS.			
Males.		Females.	
	s. d.		s. d.
1st year's experience	29 3	1st six months' experience	23 3
2nd year's experience	41 6	2nd six months' experience	29 3
3rd year's experience	56 9	3rd six months' experience	34 3
4th year's experience	76 6	4th six months' experience	40 9
5th year's experience	97 9	5th six months' experience	45 9
6th year's experience	112 6	6th six months' experience	51 6
7th year's experience	120 3	7th six months' experience	57 0
		8th six months' experience	65 0
		9th six months' experience	70 0
		10th six months' experience	76 3

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

No. 153.—1157/50.—PRICE 3d.

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.										s.	d.
Males :— (i) of 3 months' or more experience ..	..	..	..	..	..	..	..	..	..	138	0
(ii) of less than 3 months' experience ..	..	..	..	..	..	..	..	..	..	137	0
Females ..	..	..	..	..	..	..	..	..	..	76	9

Clauses, other than clauses 2 and 14, of the said Determination for this Section shall remain in force.



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No. 154]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 840 of the 16th September, 1949, shall be replaced by the following clause:—

2. Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
		<i>s. d.</i>		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Clipsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age	..	36 9	—		
17 years of age	..	46 6			
18 years of age	..	62 6			
19 years of age	..	84 9			
20 years of age	..	102 6			
PROPORTION (in any place).				<i>£ s. d.</i>	<i>£ s. d.</i>
One improver to each adult employee.			Foreman in charge ..	7 9 0	7 6 0
			Scutcher (hand) ..	7 3 0	7 0 0
			Scutcher (machine) ..	7 0 0	6 17 0
			All others ..	6 17 0	6 14 0

(b) **NIGHT SHIFT.**—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

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

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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Gold Beating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 839 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s. d.</i>		<i>Females.</i>		<i>s. d.</i>	
1st year's experience	..	29	6	1st six months' experience	..	23	3
2nd "	..	41	3	2nd "	..	29	6
3rd "	..	63	9	3rd "	..	34	3
4th "	..	102	6	4th "	..	40	9
5th "	..	and until 21		5th "	..	45	6
		years of age	129 3	6th "	..	51	9
				7th "	..	57	3
				8th "	..	64	9
				9th "	..	69	9
				10th "	..	75	6

<i>Males.</i>		<i>s. d.</i>		<i>Females.</i>		<i>s. d.</i>	
Beaters	..	159	0	Welding gold-leaf	..	95	0
All Others	..	137	0	Cutting and/or booking gold-leaf	..	87	6
				All Others	..	76	6

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Three female improvers to every two female workers receiving the adult rate.

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

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

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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 838 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>	
1st year's experience	..	29 6	1st six month's experience	23	3	Printing-ink grinder and/or	<i>s. d.</i>
2nd " "	..	41 6	2nd " "	29	6	mixer	141 0
3rd " "	..	56 9	3rd " "	34	3	All others	137 0
4th " "	..	76 3	4th " "	40	9		
5th " "	..	97 6	5th " "	45	9	<i>Females.</i>	
6th " "	..	112 6	6th " "	51	9		
7th " "	..	120 6	7th " "	57	0	All persons	76 9
			8th " "	64	9		

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male adult.

Females.

One improver to each female receiving not less than the minimum wage.

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

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

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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Lampshade Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 837 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
<i>Males.</i>		<i>s. d.</i>		<i>Females.</i>		<i>s. d.</i>	
1st year's experience	..	28	9	1st six months' experience	..	23	0
2nd " "	..	40	6	2nd " " "	..	29	3
3rd " "	..	54	9	3rd " " "	..	34	3
4th " "	..	74	6	4th " " "	..	40	9
5th " "	..	94	9	5th " " "	..	45	9
6th " "	..	109	3	6th " " "	..	51	6
7th " "	..	116	6	7th " " "	..	57	0
				8th " " "	..	64	9
And thereafter the minimum wage.							
PROPORTION.							
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							
<i>Males.</i>		<i>s. d.</i>		<i>Females.</i>		<i>s. d.</i>	
Persons engaged in cutting out material for parts of lampshades		..	139	Persons engaged in sketching, painting or decorating by free-hand or stencils		..	89
All others		..	137	Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing)		..	78
			0	All others		..	76
							9

Clause, other than clause 2, of the said Determination for this Section shall remain in force.

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No. 158]

FRIDAY, FEBRUARY 24.

[1950

Factories and Shops Acts.

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

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Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Articles (not elsewhere Included) Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 836, of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.			(b) ADULTS.		
Males.		Females.	Males.		Females.
	s. d.			s. d.	
1st year's experience ..	29 6	1st six months' experience ..	23 3	Adults (i) Of three months' or more experience ..	141 0
2nd " " ..	41 6	2nd " " ..	29 6	(ii) Of less than three months' experience ..	137 0
3rd " " ..	56 9	3rd " " ..	34 3		
4th " " ..	76 3	4th " " ..	40 9		
5th " " ..	97 9	5th " " ..	45 6		
6th " " ..	112 3	6th " " ..	52 3		
7th " " ..	120 6	7th " " ..	57 0		
years of age ..	120 6	8th " " ..	65 3		
		9th " " ..	69 6		
		10th " " ..	75 9		
		until 21 years of age ..	75 9		

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.			(a) Designer of patterns to be used for producing articles of wearing apparel ..		
PROPORTION (IN ANY PLACE).			(b) Assistant to (a) above ..		
Males.			(c) Designers of patterns used for the production of transfers as applied to fabrics ..		
One male improver to each male person receiving not less than the minimum wage.			(d) Assistants to (c) above ..		
Females.			(e) Operator of perforating machine ..		
Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.			(f) Any other adult ..		

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

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

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No. 159]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 835 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.					
	s. d.		s. d.				s. d.
1st year's experience	.. .. 29 6	1st six months' experience	.. .. 23 3				
2nd "	.. .. 41 3	2nd "	.. .. 29 6				
3rd "	.. .. 56 0	3rd "	.. .. 34 3				
4th "	.. .. 76 3	4th "	.. .. 40 9				
5th "	.. .. 97 6	5th "	.. .. 45 6				
6th "	.. .. 112 3	6th "	.. .. 51 9				
7th "	.. .. 120 6	7th "	.. .. 57 3				
and thereafter the rate prescribed for adults		8th "	.. .. 64 9	Males	.. .. 137 0		
				Females	.. .. 76 9		

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.

Five female improvers to each female person receiving not less than the rate prescribed for adults.

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

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No. 160]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Plaster Model Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 834 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
			s. d.				s. d.
Under 17 years of age	31	3	Persons engaged in making or preparing moulds	147 0
17 years of age	46	9	Persons engaged in coloring or decorating models—	
18 years of age	62	6	(a) by hand	161 0
19 years of age	84	6	(b) by spray, or otherwise than by hand	149 0
20 years of age	102	6	Persons engaged in assembling or finning models	
						when taken from moulds	142 0
PROPORTION (IN ANY PLACE).						All others	137 0
One improver to every three adult employees.							

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

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

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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD. (Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 833 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.						(b) Adults.					

[1253]



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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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour

GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 832 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.					(b) Other Employees.				



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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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 936 of the 27th September, 1948, shall be replaced by the following clause :—

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.		FEMALES.				
Age.	Wages.	Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).	Total Weekly Wages.
	Per Week.		Per Week.	Per Week.	Per Week.	Per Week.
	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	56 3	Under 16 years of age ..	33 3	2 3	2 9	38 3
16 years of age and under 17 years of age ..	63 0	16 to 17 years of age ..	35 0	2 6	2 9	40 3
17 years of age and under 18 years of age ..	75 0	17 to 18 years of age ..	43 0	3 0	3 6	49 6
18 years of age and under 19 years of age ..	89 0	18 to 19 years of age ..	47 6	3 3	4 0	54 9
19 years of age and under 20 years of age ..	103 3	19 to 20 years of age ..	55 0	3 9	4 6	63 3
20 years of age and under 21 years of age ..	123 3	20 to 21 years of age ..	62 6	4 3	5 3	72 0

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.*Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.*

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.
 One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.
 Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work :—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	8 18 6	8 15 6
Honey blenders	8 13 6	8 10 6
Men roasting and/or grinding and who mix or blend coffee or chicory	8 13 6	8 10 6
Assistant millers	8 11 0	8 8 0
Coffee essence makers	8 11 0	8 8 0
Bagged goods carriers and/or stackers	8 11 0	8 8 0
Cellarmen in charge and working at loading, unloading and despatching by-products	8 11 0	8 8 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	8 8 0	8 5 0
Roasters of other commodities than coffee or chicory	8 8 0	8 5 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	8 8 0	8 5 0
Mixers or blenders	8 8 0	8 5 0
Kilnmen and/or bleachers	8 3 6	8 0 6
Mill hands	8 1 0	7 18 0
Men engaged drawing off finished products and/or by-products in cereal mills	8 1 0	7 18 0
Men engaged at oat cleaning and/or grading	8 1 0	7 18 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	8 18 6	8 15 6
Assistant millers	8 11 0	8 8 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	8 11 0	8 8 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	8 11 0	8 8 0
Steepmen	8 6 0	8 3 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	8 4 0	8 1 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	8 3 6	8 0 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	8 1 0	7 18 0
Men grinding starch and/or cornflour	8 1 0	7 18 0
Mill hands	8 1 0	7 18 0
Starch and/or cornflour shovellers	8 1 0	7 18 0
Leading hand—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	8 18 6	8 15 6
Assistant millers	8 11 0	8 8 0
Mill hands	8 1 0	7 18 0
Men engaged drawing off broken rice, bran, straw, and/or rice	8 1 0	7 18 0
Men engaged taking off and/or sewing and/or stacking rice	8 1 0	7 18 0
Rice meal rammers	8 1 0	7 18 0
Rice hull packers	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	8 11 0	8 8 0
Convertor men	8 11 0	8 8 0
Flour mixers or men feeding mixers and/or bagging dry gluten	8 6 0	8 3 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	8 3 6	8 0 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers Pumpmen	8 3 6	8 0 6
Leading hands—10s. per week additional	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	8 16 0	8 13 0
Paste makers	8 2 0	7 19 0
Hydraulic press attendants	8 2 0	7 19 0
Women working in dough room and vermicelli twisting and spaghetti spreading	4 8 3	4 6 9
All other male adults	7 16 0	7 13 0
All other female adults	4 3 3	4 1 9
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	8 11 0	8 8 0
Men in charge of and working rollers	8 11 0	8 8 0
Men in charge of and working at toasting flakes or biscuits (oven men)	8 11 0	8 8 0
Grinding and milling machinists	8 2 0	7 19 0
Fillers and/or makers	8 2 0	7 19 0
Pressmen	8 2 0	7 19 0
Conveyor workers	8 2 0	7 19 0
Leading hands—10s. per week additional	7 16 0	7 13 0
All other male adults	4 3 3	4 1 9
All female adults		
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	8 18 6	8 15 6
Vacuum pan attendants	8 11 0	8 8 0
Men operating and in charge of grain crushers, mixing and filling machines	8 8 6	8 5 6
Men working at and in charge of dehydrators	8 8 6	8 5 6
Man working at and in charge of store	8 7 0	8 4 0
Man working at and in charge of spent grain bins	8 7 0	8 4 0
All other adult males	8 3 0	8 0 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	8 18 6	8 15 6
Man engaged on cornflour packing machine	8 11 0	8 8 0
Convertor men	8 11 0	8 8 0
Man in charge of and working at macerators	8 11 0	8 8 0
Vacuum pans men	8 11 0	8 8 0
Men in charge of and working in drip rooms	8 11 0	8 8 0
Dextrine and/or custard mixer and/or blender	8 8 0	8 5 0
Weighbridge attendants	8 8 0	8 5 0
Steepmen	8 6 0	8 3 0
Millers' assistants	8 6 0	8 3 0
Feed dryers	8 6 0	3 3 0
Silk reel repairers	8 3 6	8 0 6
Men engaged on char filters	8 3 6	8 0 6
Char kilnmen	8 3 6	8 0 6
Oliver filtermen	8 3 6	8 0 6
Oil expeller men	8 3 6	8 0 6
Reels and cracker men	8 3 6	8 0 6
Neutralizer men	8 3 6	8 0 6
Drip room men	8 1 0	7 18 0
Maize receiving and cleaning operators	8 1 0	7 18 0
Sample men	8 1 0	7 18 0
Liquor presses	8 1 0	7 18 0
Feed press valve men	8 1 0	7 18 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	8 1 0	7 18 0
Flushing system men	8 1 0	7 18 0
Paddlers	8 1 0	7 18 0
Pumpmen	8 1 0	7 18 0
Starch-house kilnmen	8 1 0	7 18 0
Polly feed and/or oil meal baggers and sewers	8 1 0	7 18 0
Bulk cornflour baggers and sewers	8 1 0	7 18 0
Assistant operators on macerators	8 1 0	7 18 0
Yardmen	8 1 0	7 18 0
Women employed at scraping starch	4 8 3	4 6 9
Women employed on custard powder filling machines	4 8 3	4 6 9
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All other female adults	4 3 3	4 1 9
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	8 1 0	7 18 0
Man in charge of liquefying tallow	8 8 0	8 5 0
Assistant liquefying tallow	8 4 6	8 1 6
Operator of bleaching plant	8 3 0	8 0 6
Operator of pumps and/or blowers	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	8 12 6	8 9 6
Operator of filter presses and/or reagent-making plant	8 12 6	8 9 6
Operator of fatty acid stills	8 12 6	8 9 6
Stillman's assistant and/or pumpman	8 3 6	8 0 6
Cupboard runners	8 6 0	8 3 0
Press room ganger (or charge hand in press room)	8 12 6	8 9 6
Operator in charge of black acid presses	8 1 0	7 18 0
Operator of oiler filters	8 12 6	8 9 6
Pumpman	8 3 6	8 0 6
Storeman in oliene store	8 2 0	7 19 0
Vatmen treating stearine	8 6 0	8 3 0
Candle moulder—after 12 months' experience	8 6 0	8 3 0
Candle moulder with less than 12 months' experience	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	8 6 6	8 3 6
Soda crystal maker	8 6 0	8 3 0
Assistant soda crystal maker	8 1 0	7 18 0
Assistant soap maker	8 13 6	8 10 6
Soap pumpmen	8 6 0	8 3 0
Lye runner	8 1 0	7 18 0
Operator of power mixers and/or crutchers	8 6 0	8 3 0
Soap crutcher by hand	8 3 0	8 0 0
Soap cutting machinist	8 3 0	8 0 0
Head soap cutter by hand	8 3 0	8 0 0
Soap cutter by hand	7 18 6	7 15 6
Stampers by foot or hand	8 1 0	7 18 0
Operator of automatic stamping, wrapping, or packing machines	8 1 0	7 18 0
Operator of automatic soap dryers	8 1 0	7 18 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Milling of Toilet Soap—		
Milling room foreman	8 6 6	8 3 6
Man in charge of, and actually milling soap	8 6 0	8 3 0
Soap miller	8 1 0	7 18 0
Mixing and/or blending toilet soap chips	8 1 0	7 18 0
Pulverising and/or dressing pulverized soap	8 1 0	7 18 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
	£ s. d.	£ s. d.
Operator of power mixer and/or crutcher	8 6 0	8 3 0
Operator of soap powder mill.	8 6 0	8 3 0
Truckers and assistants to operators of mixers, crutchers or mills	7 19 0	7 16 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	8 12 6	8 9 6
Assistant operator of evaporators	8 3 6	8 0 6
Operator of glycerine stills	8 12 6	8 9 6
Men preparing charcoal for refining glycerine	8 3 6	8 0 6
Filter press hand	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	8 16 0	8 13 0
Mill hands as defined	8 8 6	8 5 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain ..	8 3 0	8 0 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	8 13 6	8 10 6
Cooker, man in charge	8 11 0	8 8 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	8 3 6	8 0 6
Skillet and/or splint choppers	8 2 0	7 19 0
Paste makers	8 1 0	7 18 0
Wax mixers	8 1 0	7 18 0
Slitters	8 1 0	7 18 0
Gum grinders	8 1 0	7 18 0
Dogmen	8 1 0	7 18 0
Painting machine attendants (men)	8 1 0	7 18 0
Men operating two-way scorers	8 1 0	7 18 0
Leading hands—7s. 6d. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	8 8 9	8 5 9
(ii) seven or more such persons	9 2 9	8 19 9
(b) Works singly	8 6 6	8 3 6
(c) Storemen and/or packers	8 2 0	7 19 0

Hot Places.

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 20 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. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Cocoe cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

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



VICTORIA GOVERNMENT GAZETTE.

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No. 164]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 761 of the 30th August, 1949, shall be replaced by the following clause :—

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.					Other Employees.			
(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—								
Wages per Week.					Wages per Week.			
	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.		Weekly Rate.	War* Loading.	Total Weekly Wage.
		s. d.	s. d.	£ s. d.		s. d.	s. d.	s. d.
I.—Adult Females.								
Under three months' experience ..	65	3 0	6 0	4 12 0	Foreman i.e., man in charge of two or more employees ..	197 6	3 0	200 6
All others ..	75	3 0	7 0	5 6 0	Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames ..	178 6	3 0	181 6
II.—Junior Females.					Press operator (heavy) ..	155 0	3 0	158 0
17 years of age and under ..	40	1 0	3 6	2 15 6	Press operator (light) ..	153 0	3 0	156 0
18 years of age ..	47½	1 3	4 0	3 6 0	Process worker (as defined)	153 0	3 0	156 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				
III.—Junior Males.								
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 total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(ii) 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.

Note.—The Board has determined that no apprentice shall be taken to this section.

EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

(b)

Apprentices.			Improvers.			Other Employees.			
—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Wages Per Week.		
							Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	45 6	Foreman, i.e., man in charge of two or more employees Optical tradesman Optical workers and repairers ..			
1st year ..	25	45 6	2nd year ..	35	63 6				
2nd year ..	35	63 6	3rd year ..	45	81 6		197 6	3 0	200 6
3rd year ..	45	81 6	4th year ..	65	118 0		184 6	3 0	187 6-
4th year ..	65	118 0	5th year ..	80	145 0		178 6	3 0	181 6-
5th year ..	80	145 0							
Four Year Terms:—			PROPORTION (in any factory, shop, or place).						
1st year ..	30	54 6	One improver to every three journeymen receiving not less than 18s. 6d. per week.						
2nd year ..	45	81 6							
3rd year ..	65	118 0							
4th year ..	80	145 0							
PROPORTION (in any factory, shop, or place).									
One apprentice to every two or fraction of two workers receiving not less than 18s. 6d. per week.									
An indenture of apprenticeship prescribed was approved on 15th December, 1914.									
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.									

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

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



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No. 165]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III, and IV of the Determination published in *Government Gazette* No. 38 of the 20th January, 1949, shall be replaced by the following clauses:—

PART I.

This Part applies to employees on Tug Boats.

(Other than those employed by the Geelong Harbour Trust.)

1. (a)

WAGES PER WEEK.

												£	s.	d.
Fireman	..	..	..	..	..	..	..	..	..	..	..	9	0	6
A.B.	..	..	..	..	..	..	..	..	..	..	..	8	10	6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

							Ordinary Wage.	Sea-Going Allowance.	Total Wage.
							£ s. d.	£ s. d.	£ s. d.
Fireman	..	..	..	..	..	..	7 2 6	1 17 0	8 19 6
A.B.	..	..	..	..	..	..	6 13 3	1 17 0	8 10 3
Ordinary Seaman	..	..	..	..	..	..	5 10 10	1 8 0	6 18 10

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust.

1. (a) Day Workers:—

		WAGES PER WEEK	
A.B.	.. .. .	£	s. d.
Deck Hand	.. .. .	8	0 0
Fireman	.. .. .	7	11 0
Greaser	.. .. .	8	9 0
Winchman	.. .. .	8	10 0
Coal Gang Hand	.. .. .	8	6 6
Diver	.. .. .	8	0 0
	.. .. .	11	0 0

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances:—

(i) 1½d. per hour during actual coaling operations;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) Shift Workers.—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

1265

PART IV.

No. 165

This part applies to employees on craft controlled by the Geelong Harbour Trust.

1. (a) Day Workers:—

WAGES PER WEEK.

A.B.	.. .. .	£	s. d.
Deck Hand	.. .. .	8	0 0
Fireman	.. .. .	7	11 0
Greaser	.. .. .	8	9 0
Winchman	.. .. .	8	10 0
Coal Gang Hand	.. .. .	8	6 6

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbour Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

(d) An annual examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B. Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A Coal gang hand shall receive the following additional allowances:

(i) 1½d. per hour during actual coaling operations;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) Shift Workers.—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses other than clause 1 of Parts I, II, III and IV, of the said Determination shall remain in force.

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

		WAGES PER WEEK	
A.B.	£	s. d.
Deck Hand	8	0 0
Fireman	7	11 0
Greaser	8	9 0
Winchman	8	10 0
Coal Gang Hand	8	6 6

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FRIDAY, FEBRUARY 24.

[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

23rd day of February, 1950

RAY. H. BEERS,

Secretary for Labour.

ROOFING TILES BOARD

Clause 2 of the Determination published in *Government Gazette* No. 88 of the 16th February, 1949, shall be replaced by the following clause:—

2. (a)

(1) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
Under 15 years of age	At the Rates prescribed for Adults	s. d. 32 3	s. d. 1 3	s. d. 2 3	s. d. 35 9
15 years of age		37 3	1 6	2 9	41 6
16 " "		43 0	1 6	3 3	47 9
17 " "		51 3	1 9	3 9	56 9
18 " "		69 0	2 6	5 0	76 6
19 " "		81 6	3 0	6 0	90 6
20 " "		100 3	3 9	7 3	111 3

FEMALES.

Wages per Week of 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
Under 15 years of age	s. 31 9	s. d. 1 3	s. d. 2 3	s. d. 35 3
15 years of age	36 9	1 3	2 9	40 9
16 " "	41 9	1 6	3 0	46 3
17 " "	44 9	1 9	3 3	49 9
18 " "	50 6	1 9	3 9	56 0
19 " "	58 0	2 0	4 3	64 3
20 " "	64 0	2 3	4 9	71 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

Apprentices.

(c) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

Improvers.

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

(II) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	s.	d.
Burner	162	0
Burner's Assistant	158	0
Damperman and/or kiln cleaner	155	0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	167	0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	169	0
All other facemen	171	0
All other clayhole men (Employer to provide tools)	161	0
Drawer	161	0
Setter	165	0
Mouldmaker (including plaster die making)	165	0
Flower pot, or flower pot saucer throwers	165	0
Maker on press (screw or lever type)	161	0
Hand presser and moulder	165	0
Man digging and/or wheeling clay from a dump and/or levelling a dump	158	0
Crusher or grinding pan attendant	158	0
Loftman	158	0
Man sorting roofing tiles	158	0
Packer into rail trucks	158	0
Man feeding and/or taking off tile press	161	0
Tile feeder's assistant	155	0
Man carrying or wheeling into or out of kiln or to or away from kiln	158	0
Racker or wheeler who also racks	168	0
Other tile wheeler	155	0
Dresser or trimmer (dry tiles)	155	0
Waste-man or other unskilled man	155	0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	165	0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	158	0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	161	0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

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

[1267]



VICTORIA GOVERNMENT GAZETTE.

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No. 167]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in *Government Gazette* No. 635 of the 11th August, 1949, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

		Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
		£ s. d.	£ s. d.
Journeyman	.. .. .	8 14 0	8 11 0
Journeywomen	.. .. .	5 16 6	5 14 3

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material shall be paid 2d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the case of disagreement between the foreman and employee the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(b) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) 3/6 per week extra on above rates.

No. 167.—1131/50.—PRICE 3d.

APPRENTICES—MALES.

5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	40 3	39 3
Second year's experience	47 0	45 9
Third year's experience	67 0	65 6
Fourth year's experience	107 3	104 9
Fifth year's experience	134 0	131 0
Four-year terms—		
First year's experience	40 3	39 3
Second year's experience	67 0	65 6
Third year's experience	107 3	104 9
Fourth year's experience	134 0	131 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiptong maker; (5) Collar maker.

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

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

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.

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

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

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

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

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

JUNIOR WORKERS—MALES.

6. (a) Junior workers may be employed at the following rates of pay :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	40 3	39 3
16 and under 17 years of age	53 6	52 6
17 and under 18 years of age	67 0	65 6
18 and under 19 years of age	80 6	78 6
19 and under 20 years of age	107 3	104 9
20 and under 21 years of age	134 0	131 0

(b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST
ADULT MALE BASIC WAGE.

1
2 to 20
Over 20

JUNIOR WORKERS INCLUDING
APPRENTICES.

1
1 for every 2 such male employees
A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay:—

							Wages Per Week.	
							Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
							s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	40 3	39 3
16 and under 17 years of age	..	..	..	..	..	..	50 3	49 0
17 and under 18 years of age	..	..	..	..	..	..	57 0	55 9
18 and under 19 years of age	..	..	..	..	..	..	63 9	62 3
19 and under 20 years of age	..	..	..	..	..	..	70 3	68 9
20 and under 21 years of age	..	..	..	..	..	..	87 0	85 3

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 3.

(a) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(b) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 3, 5, 6, and 7, of the said Determination shall remain in force.



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No. 168]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

SEWER BUILDERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 34 of the 13th January, 1950, shall be replaced by the following clause:—

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(a)																			
Apprentices or Improvers.										Juveniles.									
Wages. Per Week of 40 Hours.										Wages. Per Week of 40 Hours.									
s. d.										s. d.									
1st year		}	.. .. . 100 9							Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools; (b) as toolsmith's assistant .. " .. . 107 4									
2nd year																			
3rd year																			
PROPORTION.																			
Apprentices.																			
One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".																			
Improvers.																			
One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".																			

All Other Employees.

(b) (i) Day shift:—

	Wages Per Week of 40 Hours.
	£ s. d.
Borer, leading (i.e., employee in charge of borers testing the ground)	8 11 6
Borer testing ground	8 4 0
Cement gun nozzle operator	8 14 0
Concrete floater	8 11 6
Concrete gauger, mixer, or handler	8 4 0
Concrete mixer-driver doing repairs	8 15 0
Concrete mixer-driver not doing repairs	8 9 0
Concrete patcher	8 11 6
Compressor employee in charge doing repairs	8 15 0
Compressor employee in charge not doing repairs	8 9 0
Foreman's assistant	8 4 0
Hammer and drill hand	8 9 0
Jumperman	8 4 0
Leading hand in charge of six to ten other employees	8 19 0
Leading hand in charge of more than ten other employees	9 4 0
Live sewer worker	9 14 0
Machine borer	8 16 6
Manhole builder	8 19 0
Manhole sinker (any shape)	8 14 0
Leading pipe layer and/or leading jointer	8 16 6
Pipe layer and/or jointer	8 14 0
Pitcher setter	8 9 0
Ploughman	8 9 0
Ploughman's assistant	7 19 0
Pneumatic pick or scabbler or vibrator user	8 14 0
Powder monkey	8 19 0
Pump employee in charge of pump pumping water and doing repairs	8 4 0
Reinforcement placer or wirer	8 4 0
Renderer in open drains	9 4 0
Renderer in pipes, tunnels, or covered drains	9 16 6
Rigger's assistant, vent erecting	8 9 0
Rigger in charge, vent erecting or dismantling	8 19 0
Scoop filler	8 4 0
Sinker—with less than three months' experience	8 4 0
Sinker (other than manhole sinker) with three months' experience or over	8 9 0
Slurry refiller	7 19 0
Timber drawer in drives or working below 12 feet in shafts	8 9 0
Timber cutter, preparer or measurer	8 9 0
Timberman, timbering in trenches immediately behind power excavator	8 19 0
Toolsmith	8 9 0
Topman	7 19 0
Trimmer, leading (i.e., an employee in charge of trimmers)	8 14 0
Trimmer, other than leading trimmer	8 11 6
Tunneller including an employee excavating in drives	8 9 0
Vent erector or dismantler	8 4 0
Windlass hand, working alone on tripod windlass	8 4 0
Windlass hand—other	7 19 0
Employee not elsewhere classified	7 19 0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (b) (i) plus an additional 5s. per shift.

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

[1273]



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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 12 (FUEL AND FODDER).

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

2 (i)

Improvers.			Other Employees.		
WAGES.			WAGES.		
WAGES PER WEEK OF 40 HOURS.			Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		
(a) In Hay, Corn, or Chaff Stores.			All other parts of Victoria where this Determination applies.		
(b) Employed handling or distributing brewers' or distillers' grains					
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store					
s. d.			s. d.		
Under 17 years of age	65	3	159	0	per week of 40 hours
17 years of age	75	9	162	0	per week of 40 hrs.
18	93	9	154	0	" 40 "
19	103	9	160	0	" 40 "
20	114	3	168	0	" 40 "
Drivers of motor wagons—			s. d.		
(a) having a capacity of 2 tons or less			154	0	" 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons			160	0	" 40 "
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer			168	0	" 40 "
Carters driving one horse			150	0	" 40 "
Carters driving two horses			155	0	" 40 "
And for every additional horse..			0	6	extra per day
All others			152	0	per week of 40 hours
			155	0	per week of 40 hrs

Improvers.	Other Employees.			
	WAGES—continued.	Within the cities of Ballarat and Bendigo, and the boroughs of Englehawk and Sebastopol.		All other parts of Victoria where this Determination applies.
PROPORTION.	Wood Yards, or Wood, Coal, and Coke (Combined) Yards.			
One improver to the first four or fraction of four workers receiving not less than 150s. per week of 40 hours, and thereafter one improver to each additional four such workers.	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 152 0	per week of 40 hours	s. d. 155 0 per week of 40 hours
	Drivers of motor wagons—			
	(a) having a capacity of 2 tons or less ..	154 0	" 40 "	157 0 " 40 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	160 0	" 40 "	163 0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	166 0	" 40 "	169 0 " 40 "
	Carters driving one horse ..	150 0	" 40 "	153 0 " 40 "
	Carters driving two horses ..	155 0	" 40 "	158 0 " 40 "
	And for every additional horse ..	0 6	extra per day	0 6 extra per day
	All others ..	150 0	per week of 40 hours	153 0 per week of 40 hours
	Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.			
	Drivers of motor wagons—			
	(a) having a capacity of 2 tons or less ..	154 0	per week of 40 hours	157 0 per week of 40 hours
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	160 0	" 40 "	163 0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	166 0	" 40 "	169 0 " 40 "
	Carters driving one horse ..	150 0	" 40 "	153 0 " 40 "
	Carters driving two horses ..	155 0	" 40 "	158 0 " 40 "
	And for every additional horse ..	0 6	extra per day	0 6 extra per day
	All others ..	163 0	per week of 40 hours	166 0 per week of 40 hours
	Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).			
	Benchmen ..	156 0	per week of 40 hours	159 0 per week of 40 hours
	Drivers of motor wagons—			
	(a) having a capacity of 2 tons or less ..	154 0	" 40 "	157 0 " 40 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	160 0	" 40 "	163 0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	166 0	" 40 "	169 0 " 40 "
	Carters driving one horse ..	150 0	" 40 "	153 0 " 40 "
	Carters driving two horses ..	155 0	" 40 "	158 0 " 40 "
	And for every additional horse ..	0 6	extra per day	0 6 extra per day
	All others ..	152 0	per week of 40 hours	155 0 per week of 40 hours

See also Clauses 2 (ii) and 3.

See also Clauses 2 (ii) and 3.

(ii)

EXTRA RATES.

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

3.

ALLOWANCES.

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

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

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

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

NOTE.—To the weekly earnings of each pieceworker the sum of 26s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

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

[1275]



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No. 170]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 237 of the 21st April, 1947, shall be replaced by the following clause:—

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	4 10 0	29 3	5 19 3
During second year's experience of teaching following registration	4 13 10	29 3	6 3 1
During third year's experience of teaching following registration	4 17 8	29 3	6 6 11
During fourth year's experience of teaching following registration	5 1 6	29 3	6 10 9
During fifth year's experience of teaching following registration	5 5 5	29 3	6 14 8
During sixth year's experience of teaching following registration	5 9 3	29 3	6 18 6
During seventh year's experience of teaching following registration	5 13 1	29 3	7 2 4
During eighth year's experience of teaching following registration	5 16 11	29 3	7 6 2
During ninth year's experience of teaching following registration	6 0 9	29 3	7 10 0

For the purposes of this clause experience prior to 1st January, 1947, shall be calculated as follows:—

- (a) Any fraction of a year's experience shall be disregarded.
- (b) Experience of five years or more shall be deemed to be experience of five years only, and teachers with such five or more years of experience shall be paid at the sixth year rate for their next year of service and progress from year to year to the seventh, eighth, and ninth year in accordance with the above scale.
The provisions of this paragraph shall not apply after the 31st December, 1949.
- (c) Experience of less than five years shall be taken into account and teachers with such experience shall be paid in accordance with the above scale.

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

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

No. 170.—1138/50.—PRICE 3d.



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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 857 of the 30th September, 1949, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES OR IMPROVERS.					ADULTS.				
					</				



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No. 172]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette*, No. 637, of the 11th August, 1949, shall be replaced by the following clauses:—

2. WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	8 14 0	8 11 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	8 8 0	8 5 0
All other Journeymen	8 14 0	8 11 0
Journeywomen	5 16 6	5 14 3

In addition to the above rates the following shall be paid.

(a) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(c) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	40 3	39 3
Second year's experience	47 0	45 9
Third year's experience	67 0	65 6
Fourth year's experience	107 3	104 9
Fifth year's experience	134 0	131 0
Four year terms—		
First year's experience	40 3	39 3
Second year's experience	67 0	65 6
Third year's experience	107 3	104 9
Fourth year's experience	134 0	131 0

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

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

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

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

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

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

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

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

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

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	40 3	39 3
16 and under 17 years of age	53 6	52 6
17 and under 18 years of age	67 0	65 6
18 and under 19 years of age	80 6	78 6
19 and under 20 years of age	107 3	104 9
20 and under 21 years of age	134 0	131 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.									Junior Workers including Apprentices.	
1	..	..	..	..	..	..	..	..	1	
2 to 20	..	..	..	..	..	..	..	..	1 for every 2 such male employees	
Over 20	..	..	..	..	..	..	..	..	A further 1 for every 3 such male employees over 20	

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (a) Female Junior Workers may be employed at the following rates of pay :—

Age.									Wages Per Week.	
									Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	..	..	..	..	..	..	..	..	s. d. 40 3	s. d. 39 3
16 and under 17 years of age	..	..	..	..	..	..	..	..	50 3	49 0
17 and under 18 years of age	..	..	..	..	..	..	..	..	57 0	55 9
18 and under 19 years of age	..	..	..	..	..	..	..	..	63 9	62 3
19 and under 20 years of age	..	..	..	..	..	..	..	..	70 3	68 9
20 and under 21 years of age	..	..	..	..	..	..	..	..	87 0	85 3

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.

[1283]



VICTORIA GOVERNMENT GAZETTE.

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No. 173]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

THEATRE MANAGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1032 of the 8th November, 1948, shall be replaced by the following clause:—

2.

WAGES.

(a) Weekly Employees.

	Per week. £ s. d.
First Schedule.	
*Zone Manager	14 14 0
Manager	14 14 0
Manager of two theatrettes or manager of one theatre and one theatrette	18 14 0
(Provided that one manager of two such establishments shall be permitted only in cases in which the businesses carried on in both establishments are owned by one proprietor; the expression "one proprietor" to include separate companies in which the majority of shareholders of one are the majority of shareholders in the other)	
Assistant Manager (legitimate or vaudeville theatre and/or concert hall)	12 4 0
Assistant Manager (picture theatre)	11 4 0
Trainee Manager	8 4 0
Treasurer (legitimate or vaudeville and/or concert hall)	11 4 0
Treasurer (picture theatre)	9 14 0
Second Schedule.	
*Zone Manager	13 14 0
Manager	13 14 0
Assistant Manager	9 14 0
Trainee Manager	8 4 0
Third Schedule.	
*Zone Manager	12 14 0
Manager	12 14 0
Assistant Manager	9 14 0
Trainee Manager	8 4 0
Fourth Schedule.	
*Zone Manager	10 14 0
Manager	10 14 0
Manager intermittently employed shall be paid:—	
(i) For two days per week of not more than 13 hours 20 minutes, one third of the rate for a Zone Manager	3 11 4
(ii) For three days per week of not more than 20 hours, one half of the rate for a Zone Manager	5 7 0
(iii) For four days per week of not more than 26 hours 40 minutes, two thirds of the rate for a Zone Manager	7 2 8
(iv) For five days per week of not more than 33 hours 20 minutes, five sixths of the rate for a Zone Manager	8 18 4

* Additional Allowances.

A Zone Manager shall, in addition to his ordinary wage, be entitled to the following allowance for each additional theatre, theatrette, or concert hall supervised :—

First Schedule.

£1 per week with a maximum of £4 per week.

Second Schedule.

15s. per week with a maximum of £3 per week.

Third Schedule.

10s. per week with a maximum of £2 per week.

Fourth Schedule.

7s. 6d. per week with a maximum of £1 10s. per week.

(b) *Casual Employees.*

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the appropriate weekly wage with the addition of 20 per cent. with a minimum payment as for 4 hours.

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



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No. 174]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 35 of the 13th January, 1950, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Secretary.</i>											
Where the adjusted bed capacity is—											
under	25	..	..	..	..	..	..	..	..	11 8 6	9 5 9
25 to	35	..	..	..	..	..	..	..	..	11 14 0	9 10 3
36 "	45	..	..	..	..	..	..	..	..	12 2 3	9 16 9
46 "	55	..	..	..	..	..	..	..	..	12 10 6	10 3 3
56 "	65	..	..	..	..	..	..	..	..	13 1 6	10 12 3
66 "	75	..	..	..	..	..	..	..	..	13 12 6	11 1 0
76 "	85	..	..	..	..	..	..	..	..	14 3 6	11 3 0
86 "	95	..	..	..	..	..	..	..	..	14 17 3	11 8 6
96 "	105	..	..	..	..	..	..	..	..	15 16 6	12 3 0
106 "	125	..	..	..	..	..	..	..	..	16 15 9	12 17 3
126 "	150	..	..	..	..	..	..	..	..	17 15 0	13 11 9
151 "	175	..	..	..	..	..	..	..	..	18 14 3	14 6 3
176 "	200	..	..	..	..	..	..	..	..	19 13 6	15 0 9
201 "	250	..	..	..	..	..	..	..	..	20 12 9	15 15 0
251 "	300	..	..	..	..	..	..	..	..	21 12 0	16 9 6
301 "	350	..	..	..	..	..	..	..	..	22 11 3	17 4 0
351 "	400	..	..	..	..	..	..	..	..	23 10 6	17 18 6
401 "	450	..	..	..	..	..	..	..	..	24 12 6	18 15 0
451 "	500	..	..	..	..	..	..	..	..	25 14 6	19 11 6
501 "	550	..	..	..	..	..	..	..	..	26 16 6	20 8 0
551 "	600	..	..	..	..	..	..	..	..	27 18 6	21 4 6
601 "	650	..	..	..	..	..	..	..	..	29 0 6	22 1 0
651 "	700	..	..	..	..	..	..	..	..	30 2 6	22 17 6
701 "	750	..	..	..	..	..	..	..	..	31 4 6	23 14 0

WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Assistant Secretary.</i>											
Where the adjusted bed capacity is—											
under	150	..	..	..	..	..	..	..	..	13 1 6	10 1 9
151	175	..	..	..	..	..	..	..	..	13 7 0	10 5 9
176	200	..	..	..	..	..	..	..	..	13 12 6	10 10 0
201	250	..	..	..	..	..	..	..	..	14 3 6	10 18 3
251	300	..	..	..	..	..	..	..	..	14 14 6	11 6 6
301	350	..	..	..	..	..	..	..	..	15 5 6	11 14 9
351	400	..	..	..	..	..	..	..	..	15 16 6	12 3 0
401	450	..	..	..	..	..	..	..	..	16 7 6	12 11 3
451	500	..	..	..	..	..	..	..	..	16 18 6	12 19 6
501	550	..	..	..	..	..	..	..	..	17 9 6	13 7 9
551	600	..	..	..	..	..	..	..	..	18 0 6	13 16 0
601	650	..	..	..	..	..	..	..	..	18 11 6	14 4 3
651	700	..	..	..	..	..	..	..	..	19 2 6	14 12 6
701	750	..	..	..	..	..	..	..	..	19 13 6	15 0 9
<i>Accountant.</i>											
Where the adjusted bed capacity is—											
under	95	..	..	..	..	..	..	..	..	11 8 6	8 17 0
96	105	..	..	..	..	..	..	..	..	11 14 0	9 1 0
106	125	..	..	..	..	..	..	..	..	11 19 6	9 5 3
126	150	..	..	..	..	..	..	..	..	12 5 0	9 9 3
151	175	..	..	..	..	..	..	..	..	12 10 6	9 13 6
176	200	..	..	..	..	..	..	..	..	12 16 0	9 17 6
201	250	..	..	..	..	..	..	..	..	13 1 6	10 1 9
251	300	..	..	..	..	..	..	..	..	13 12 6	10 10 0
301	350	..	..	..	..	..	..	..	..	14 3 6	10 18 3
351	400	..	..	..	..	..	..	..	..	14 14 6	11 6 6
401	450	..	..	..	..	..	..	..	..	15 5 6	11 14 9
451	500	..	..	..	..	..	..	..	..	15 16 6	12 3 0
501	550	..	..	..	..	..	..	..	..	16 7 6	12 11 3
551	600	..	..	..	..	..	..	..	..	16 18 6	12 19 6
601	650	..	..	..	..	..	..	..	..	17 9 6	13 7 9
651	700	..	..	..	..	..	..	..	..	18 0 6	13 16 0
701	750	..	..	..	..	..	..	..	..	18 11 6	14 4 3
<i>Chief Clerk.</i>											
Where the adjusted bed capacity is—											
under	105	..	..	..	..	..	..	..	..	9 4 6	7 4 0
106 to	175	..	..	..	..	..	..	..	..	9 15 6	7 12 3
176	250	..	..	..	..	..	..	..	..	10 1 0	7 16 3
251	350	..	..	..	..	..	..	..	..	10 6 6	8 0 6
351	400	..	..	..	..	..	..	..	..	10 12 0	8 4 6
401	450	..	..	..	..	..	..	..	..	10 17 6	8 8 9
451	500	..	..	..	..	..	..	..	..	11 3 0	8 12 9
501	550	..	..	..	..	..	..	..	..	11 8 6	8 17 0
551	600	..	..	..	..	..	..	..	..	11 14 0	9 1 0
601	650	..	..	..	..	..	..	..	..	11 19 6	9 5 3
651	700	..	..	..	..	..	..	..	..	12 5 0	9 9 3
701	750	..	..	..	..	..	..	..	..	12 10 6	9 13 6

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

[1287]



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No. 175]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

LEATHER-GOODS BOARD.

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

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	8 8 0	8 5 0
All other Journeymen	8 14 0	8 11 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	5 11 0	5 8 9
Other Journeywomen	5 16 6	5 14 3

NOTE:—Females working on large machines (132K, 7.5, 45K, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

No. 175.—1116/50.—PRICE 3d.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	40 3	39 3
Second year's experience	47 0	45 9
Third year's experience	67 0	65 6
Fourth year's experience	107 3	104 9
Fifth year's experience	134 0	131 0
Four year terms—		
First year's experience	40 3	39 3
Second year's experience	67 0	65 6
Third year's experience	107 3	104 9
Fourth year's experience	134 0	131 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

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

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

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

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

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

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

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

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

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

JUNIOR WORKERS—MALES.

5. (a) Junior workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 year of age	40 3	39 3
16 and under 17 years of age	53 6	52 6
17 and under 18 years of age	67 0	65 6
18 and under 19 years of age	80 6	78 6
19 and under 20 years of age	107 3	104 9
20 and under 21 years of age	134 0	131 0

(b) The proportion of Junior Workers and apprentices allowed shall be:—

Male Employee receiving at least Adult Male Basic Wage.								Junior Workers including Apprentices.	
1	..	..	..	..	..	..	..	1	
2 to 20	..	..	..	..	..	..	..	1 for every 2 such male employees	
Over 20	..	..	..	..	..	..	..	A further 1 for every 3 such male employees over 20	

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

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

JUNIORS WORKERS—FEMALES.

6. (a) Female junior workers may be employed at the following rates of pay:—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	s. d. 40 3	s. d. 39 3
16 and under 17 years of age	50 3	49 0
17 and under 18 years of age	57 0	55 9
18 and under 19 years of age	63 9	62 3
19 and under 20 years of age	70 3	68 9
20 and under 21 years of age	87 0	85 3

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5, and 6, of the said Determination shall remain in force.

Published by Authority.

[1950]

RAY. H. BEERS,
Secretary for Labour.

No. 176.—1118/50.—PRICE 3d.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.				(b) EGG PULPING OR DRYING SECTION.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	195 0	4 0	199 0	Spray operator	193 0	4 0	197 0
Assistant preserver	195 0	4 0	199 0	Filter (Chalaza)	192 0	4 0	196 0
Leading hand extract maker ..	199 0	4 0	203 0	Pump operator	190 0	4 0	194 0
Smoke kiln attendant whilst employed solely as such ..	199 0	4 0	203 0	Furnaceman	190 0	4 0	194 0
Sausage smoke room attendant	194 0	4 0	198 0	Solderer and/or sealer	189 0	4 0	193 0
Retort Hand, i.e., a person who loads and unloads retorts ..	195 0	4 0	199 0	(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)			
Scalder or braiser	193 0	4 0	197 0	Storeman packer	189 0	4 0	193 0
Doughmaker	193 0	4 0	197 0	All others	189 0	4 0	193 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such ..	193 0	4 0	197 0	No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.			
Lacquer hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	193 0	4 0	197 0	Adult females engaged— as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	s. d.	s. d.	s. d.
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	193 0	4 0	197 0				144 9
Females engaged—				No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.			
Taking away from automatic stuffing machine	170 0	2 0	172 0	(c) ALL OTHER SECTIONS.			
Running sausage skins for canning purposes	146 0	2 0	148 0		Weekly Rate.	War Time Loading.	Total Weekly Wage.
Stamping, or branding					s. d.	s. d.	s. d.
Labelling, keying, wiping tins, and carrying off from filling table				Leading Hand, i.e., a person in charge of a Department or shift	196 0	4 0	200 0
Weighing filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..			144 9	Mixer	197 0	4 0	201 0
Preparing for, placing in, taking away from machines and placing in trays ..				Potman	197 0	4 0	201 0
Cutting Sausages				Females engaged—			
All others	189 0	4 0	193 0	Patting, wrapping, stamping, or branding			
				Labelling, wiping tins, and carrying off from filling tables			
				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds			144 9
				Taking away from automatic machines			
				Wrapping premier jus for oleo presses			
				All others	190 0	4 0	194 0

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

[1293]



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No. 177]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 21 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults.										Per Week of 40 Hours.
										s. d.
Stamper who puts in die and makes force	..	..	..	..	..	..	..	..	..	181 6
Repairer .. .. .	..	..	..	..	..	..	..	..	..	181 6
Maker-up .. .. .	..	..	..	..	..	..	..	..	..	181 6
Spinner, 1st class .. .. .	..	..	..	..	..	..	..	..	..	175 0
Spinner (other) .. .. .	..	..	..	..	..	..	..	..	..	160 0
Die setter .. .. .	..	..	..	..	..	..	..	..	..	160 0
Drop hammer stamper (other than one who puts in die and makes force)	..	..	..	..	..	..	..	..	..	158 0
Press operator (heavy) .. .. .	..	..	..	..	..	..	..	..	..	158 0
Press operator (light) .. .. .	..	..	..	..	..	..	..	..	..	156 0
Pickler .. .. .	..	..	..	..	..	..	..	..	..	157 0
Hand blanker .. .. .	..	..	..	..	..	..	..	..	..	156 0
Other employees with not less than three months' experience in the metal trades industry	..	..	..	..	..	..	..	..	..	143 0
All others .. .. .	..	..	..	..	..	..	..	..	..	137 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. 177.—1119/50.—PRICE 3d.

APPRENTICESHIP.

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 137s. 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.

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 wage for apprentices shall be the under-mentioned 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.

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	£ s. d.
Four and five-year terms—				
1st year	29	0 0	0 9	1 18 0
2nd year	40	1 0	1 0	2 13 0
3rd year	53	1 6	1 6	3 11 0
4th year	84	2 0	2 3	5 12 0
5th year	100	2 0	3 0	7 0 0
	plus 7s.			
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	33	0 0	0 9	2 3 0
2nd year	53	1 0	1 6	3 10 6
3rd year	84	2 0	2 3	5 12 0
4th year	100	2 0	3 0	7 0 0
	plus 7s.			

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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 eighteen 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 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.

(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 15 and 16 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 other than that of a spinner—1st class, shall be as follows:—

Wages per Week of 40 Hours.

		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable.
		Per Week.	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
All others	.. .. .	75	3 0	7 0	..	5 6 0
<i>II.—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>III.—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

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

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (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.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 178]

FRIDAY, FEBRUARY 24.

[1950

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FATORIES 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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

PLASTIC MOULDING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette*, No. 64, of the 1st February, 1949, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	No female shall be employed until she attains the age of fifteen years.
Under 16 years of age	43 3	36 6	
16 years of age	56 6	43 3	
17 years of age	70 0	50 0	
18 years of age	90 0	63 3	
19 years of age	103 6	70 0	
20 years of age	117 0	76 9	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 147s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 147s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 105s. 6d. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 105s. 6d. per week of 40 hours.

- (a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

- (b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3.

ADULT MALES.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Plastic Section.</i>	
1. Operator on warming and/or masticating mill	7 13 0
2. Operator on mixing mill	8 0 0
3. Operator in charge of forcing or extruding machine	7 15 0
4. First assistant on Calender, 48 inches and over	7 17 6
5. First assistant on Calender under 48 inches	7 11 0
6. Operator in charge of Calender, 72 inches and under	8 9 0
7. Operator in charge of Calender over 72 inches	8 14 0
8. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind or quantity of powder, pressure, temperature and time of curing	8 11 0
9. Plastic press operator (other)	7 18 0
10. Process worker, i.e., a person employed— (a) as operator of mixing machines (other than those in item 2), ball and grinding machines, laminating and impregnating machines, pelleting machines or cutting machines; (b) in the powder room	7 16 0
11. Employee engaged in any operation not set out above	7 7 0
<i>Casein Section.</i>	
12. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	8 11 0
13. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz. :—pressure, temperature and time of curing	8 11 0
14. Plastic press operator (other)	7 18 0
15. Process worker, i.e., a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines	7 16 0
16. Employee engaged in any operation not set out above	7 7 0

ADULT FEMALES.

	Wages per Week of 40 Hours.
	£ s. d.
All adult females	5 5 6

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



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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

QUARRY BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 862, of the 6th October, 1949, shall be replaced by the following clause:—

2. (a)

<i>Apprentices.*</i>				<i>Improvers.*</i>			
Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	60 9	2 3	63 0	Carting and Driving—			
2nd year	72 6	2 6	75 0	Under 18 years ..	113 3	4 0	117 3
3rd year	83 3	3 0	86 3	18 and under 19 years ..	131 0	4 6	135 6
				19 and under 20 years ..	142 3	5 0	147 3
				20 and under 21 years ..	150 6	5 6	156 0
				All other improvers—			
				1st year	90 9	3 3	94 0
				2nd year	95 6	3 3	98 9
				3rd year	108 9	3 9	112 6
				4th year	131 0	4 6	135 6

And thereafter the minimum wage.

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 16s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

And thereafter the minimum wage.

PROPORTION (within any place).

(a) Where a working crane is in operation for the production of pitchers or building stone:—

One improver to every three or fraction of three workers receiving not less than 173s. 6d. per week.

(b) Where spall quarrying is carried on:—

One improver to every twenty or fraction of twenty workers receiving not less than 16s. per week.

(b)

Other Employees. *

Day Shift.				
Wages Per Week.				
	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.
Powder monkey †	182 6	6 0	188 6	4 8 ¹¹ / ₂₀
Assistant powder monkey ‡	166 9	6 0	172 9	4 3 ²⁵ / ₄₀
Hammerman	173 6	6 0	179 6	4 5 ¹⁷ / ₂₀
Dresser of pitchers or cubes, or scabblers	163 0	6 0	169 0	4 2 ⁷ / ₁₀
Spaller	167 6	6 0	173 6	4 4 ¹ / ₁₀
Faceman	165 0	6 0	171 0	4 3 ³ / ₁₀
Feeder of a stone crushing machine	165 0	6 0	171 0	4 3 ³ / ₁₀
Dust hole man	163 0	6 0	169 0	4 2 ⁷ / ₁₀
Persons boring holes by hand or machine	163 0	6 0	169 0	4 2 ⁷ / ₁₀
Borer's assistant	182 6	6 0	188 6	4 8 ¹¹ / ₂₀
Blacksmith	166 0	6 0	172 0	4 3 ¹ / ₂
Tool sharpener	158 0	6 0	164 0	4 1 ¹ / ₂
Loader	155 6	6 0	161 6	4 0 ⁹ / ₂₀
Carters or drivers driving—				
One horse	163 0	6 0	169 0	4 2 ⁷ / ₁₀
Two horses	169 0	6 0	175 0	4 4 ¹ / ₂
Three horses	172 0	6 0	178 0	4 5 ¹ / ₂
Four or five horses				
And 6d. extra per day for each additional horse				
Drivers of motor vehicles of the following carrying capacity :—				
Not exceeding 25 cwt.	160 0	6 0	166 0	4 1 ¹ / ₂
Exceeding 25 cwt., but not exceeding 3 tons	161 3	6 0	167 3	4 2 ⁷ / ₁₀
Exceeding 3 tons	168 9	6 0	174 9	4 4 ¹ / ₂
All others	155 0	6 0	161 0	4 0 ⁹ / ₂₀

* See clause 3 re hours.

† See clause 10 re definition.

‡ See clause 11 re definition.

When an employee is working in water to a depth of 2 inches or more, he shall, in addition to the ordinary rate of pay, receive 1s. 6d. extra per day or portion of a day whilst he is so employed.

The wages rates herein prescribed for a "Feeder of a stone crushing machine" and a "Dust hole man" were determined after due consideration had been given to the dirty and dusty conditions of the work.

(c) Employees on afternoon and/or night shift shall be paid at the appropriate rate prescribed in sub-clause (b) hereof plus 20 per cent.

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



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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 864 of the 6th October, 1949, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
(All Sections other than Corrugated Board and Fibre Board Container Section.)		£ s. d.
1	Guillotine machine operator	8 12 6
2	Carton cutting and creasing forme setter	8 17 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	8 12 6
4	Combination tube and shell machinist	8 12 6
5	Employee operating international tube and shell machine	8 12 6
6	Laube box making machinist	8 12 6
7	Molins single shell creasing and gluing machinist	8 12 6
8	Employee operating automatic carton gluing machine	8 5 6
9	Employee operating scoring and double-folding automatic tube gluing machine	8 7 0
10	Twin or single die-scoring, cutting and printing slide machinist	8 5 6
11	Carton cylinder press machinist	8 15 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	8 12 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size	8 9 8
14	Two-way or double cutter and scorer machinist	8 5 6
15	One-way rotary cutter and scorer machinist	8 5 6
16	Gang slitting machinist	8 5 6
17	Mounting machinist	8 5 6
18	Cylindrical tube winding machinist	8 5 6
19	Cylindrical tube cutting machinist	8 5 6
20	Assistant to machinist on any machine in this section	7 14 0
21	Employee working any other kind of machine	8 2 0
22	Storeman	8 2 0
23	Packer and/or despatcher	8 2 0
24	Feeder on carton cylinder machine	7 14 0
25	Any other adult male	7 10 0
26	An employee working on a night shift for a week shall be paid 16s. extra. If he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued</i> .		
<i>Corrugated Board and Fibre Board Container Section.</i>		
		£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards ..	8 9 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine ..	8 9 6
3	Corrugated board machinist making one-faced boards ..	8 2 0
4	Corrugated board machinist's assistant ..	7 16 6
5	Fibre board (paster) machinist ..	8 9 6
6	Fibre board (paster) machinist's assistant ..	7 16 6
7	Corrugated board printing machinist ..	8 5 6
8	Corrugated board printing machinist's assistant ..	7 14 0
9	Fibre board printing machinist ..	8 5 6
10	Fibre board printing machinist's assistant ..	7 14 0
11	Corrugated board cutter and/or slotter ..	8 0 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment ..	8 2 6
13	Corrugated Board Slotter operating machine with printing attachment ..	8 0 6
14	Corrugated board sawyer ..	8 2 0
15	Corrugated board scorer and slitter ..	8 0 6
16	Corrugated board automatic scorer and slotter and slitter ..	8 0 6
17	Fibre board automatic scorer and slotter and slitter ..	8 0 6
18	Fibre board cutter and/or slotter and/or bender ..	8 0 6
19	Employee in charge of silicate dissolving plant ..	8 0 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work ..	7 18 0
21	Employee on dimpler machine ..	8 2 0
22	Employee engaged as assistant machinist or tailor-out or fier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender ..	7 12 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine ..	7 12 0
24	Corrugated board taping machinist ..	8 0 6
25	Employee working any other kind of machine ..	7 18 0
26	Power bale press machinist ..	7 12 0
27	Storeman ..	8 2 0
28	Packer and/or despatcher ..	8 2 0
29	Any other adult male ..	7 10 0
30	An employee working on a night shift for a week shall be paid 16s. extra. If he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES.		
<i>(Including non-adult females of at least five years' experience.)</i>		
		£ s. d.
1	Female head packer when employed as such ..	4 17 0
2	Packer ..	4 11 6
3	Female feeder employed on carton cylinder machine ..	4 14 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) When covered with paper ..	4 14 6
	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material) ..	5 1 0
5	Female employee—	
	(a) Controlling Stokes and Smith (or similar) covering machine ..	4 17 0
	(b) Controlling and/or setting up automatic carton gluing machine ..	4 17 0
	(c) Employed on any other machine used in cardboard box making, container making or carton making ..	4 13 0
6	Female carton maker, including puller out and stripper ..	4 11 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine ..	4 13 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines ..	4 13 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive) ..	5 0 6
	(b) from nine to fifteen employees (both inclusive) ..	5 12 0
	(c) over fifteen employees ..	5 19 6
10	Female employee not otherwise specified ..	4 5 0

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

4.

	Third Column. Weekly Wage.
Where the work is performed by a male junior—	
(i) Under 15 years of age	£ s. d. 1 12 3
(ii) Between 15 and 16 years of age	2 0 9
(iii) Between 16 and 17 years of age	2 12 6
(iv) Between 17 and 18 years of age	3 10 0
(v) Between 18 and 19 years of age	4 8 6
(vi) Between 19 and 20 years of age	5 6 9
(vii) Between 20 and 21 years of age	6 6 6
A junior working on a night shift for a week shall be paid 12s. extra. If he works less than a week he shall be paid <i>pro-rata</i> for the hours worked by him.	
Where the work is performed by a female junior—	
(i) First year's experience	1 12 0
(ii) Second year's experience	1 19 6
(iii) Third year's experience	2 9 9
(iv) Fourth year's experience	2 19 6
(v) Fifth year's experience	3 18 0

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following—"In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 65/5 for each full week worked on a *pro-rata* amount according to the time actually worked if less than a full week is worked."

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FRIDAY, FEBRUARY 24.

1950

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

Dated at Melbourne, this

23rd day of February, 1950

RAY. H. BEERS.

Secretary for Labour.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1113 of the 13th December, 1949, shall be replaced by the following clauses:—

2.

APPRENTICES AND IMPROVERS.

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) Males.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	26 2	16½	26 2	16½	29 9	18½	29 9	18½
Turning bunches	26 2	16½	26 2	16½	29 9	18½	29 9	18½
Stripping fillers	26 2	16½	26 2	16½	29 9	18½	33 5	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	44 8	27½	48 4	30	66 5	41½	85 9	53½
Turning bunches	44 8	27½	48 4	30	66 5	41½	85 9	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 16ls. per week of 40 hours ..	33 0	20½	36 8	22½	44 8	27½	56 4	35	70 5	43½	91 9	57	116 4	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes	26 2	26	30 5	30½	34 11	34½	39 3	39
Stripping and booking cigar bunch wrapper leaf	56 7	56½	56 7	56½	56 7	56½	56 7	56½
Ringing cigars	26 2	26	30 5	30½	34 11	34½	39 3	39
Stripping fillers	26 2	26	30 5	30½	34 11	34½	39 3	39
Packing cigars, viz.:—								
Havanette	26 2	26	30 5	30½	34 11	34½	39 3	39
Royal Bengals	26 2	26	30 5	30½	34 11	34½	39 3	39
Bonanzas	26 2	26	30 5	30½	34 11	34½	39 3	39
Gem of East Cigarillos	26 2	26	30 5	30½	34 11	34½	39 3	39
Swiss	26 2	26	30 5	30½	34 11	34½	39 3	39
Cartons or parcels	26 2	26	30 5	30½	34 11	34½	39 3	39
Machine work, viz.:—								
Making bunches	26 2	26	30 5	30½	34 11	34½	39 3	39
Covering cigars	26 2	26	30 5	30½	34 11	34½	39 3	39
Swiss	26 2	26	30 5	30½	34 11	34½	39 3	39
Lucky Hit	26 2	26	30 5	30½	34 11	34½	39 3	39
Havanettes	26 2	26	30 5	30½	34 11	34½	39 3	39
Senoritas	26 2	26	30 5	30½	34 11	34½	39 3	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

						Wages per Week of 40 Hours.					
Employed in—						2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
						1st Six Months.		2nd Six Months.			
						Wages.	*Per-centage.	Wages.	*Per-centage.		
	<i>s.</i>	<i>d.</i>	%		<i>s.</i>	<i>d.</i>	%		Piece-work prices Minimum wage	Piece-work prices Minimum wage	
Trimming cigar boxes	43	6	43½		52	4	52		Piece-work prices Minimum wage	Piece-work prices Minimum wage	
Stripping and booking cigar bunch wrapper leaf	73	11	73¼		78	5	78		Piece-work prices Minimum wage	Piece-work prices Minimum wage	
Ringing cigars				Piece-work prices				Piece-work prices	Piece-work prices	Piece-work prices	
Stripping fillers				"				"	"	"	
Packing cigars, viz.:—									"	"	
Havanette				"				"	"	"	
Royal Bengals				"				"	"	"	
Bonanzas				"				"	"	"	
Gem of East Cigarillos				"				"	"	"	
Swiss				"				"	"	"	
Cartons or parcels				"				"	"	"	
Machine work, viz.:—									"	"	
Making bunches				"				"	"	"	
Covering cigars				"				"	"	"	
Swiss				"				"	"	"	
Lucky Hit				"				"	"	"	
Havanettes				"				"	"	"	
Senoritas				"				"	"	"	

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
-Any other class of work for which the rate of wages fixed for adults does not exceed 100s. 7d. per week of 40 hours ..	32 11	32½	41 3	41	49 6	49½	55 4	55	63 4	63	72 8	72½	82 6	82

4.

	Wages per Week of 40 Hours.
	£ s. d.
:Strippers and bookers of cigar covering leaf (males)	8 5 5
:Strippers and bookers of cigar covering leaf (females)	5 18 7
:Strippers and bookers of cigar bunch wrapper leaf (females)	5 8 1
Cigar box makers (males)	8 8 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	5 4 1
:Stripping filers (males)	8 1 0
All others (males)	8 1 0
" (females) 62½ per cent. of the above rate for "All Others (Males.)"	5 0 7

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.		Males.		Females.	
		<i>s. d.</i>		<i>s. d.</i>	
Adults ..	..	42 0	per week	26 3	per week
14 years of age	8 9	" "	8 4	" "
15 "	"	9 6	" "	10 4	" "
16 "	"	11 7	" "	12 7	" "
17 "	"	14 8	" "	14 0	" "
18 "	"	18 3	" "	15 10	" "
19 "	"	23 11	" "	18 4	" "
20 "	"	30 5	" "	20 10	" "



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No. 182]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1009 of the 29th November, 1949, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

(a) Outside the Metropolitan District as defined in the Factories and Shops Acts.

	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	23 9	20 3		
2nd year	31 6	27 6		
3rd year	47 6	39 6		
4th year—				
1st six months ..	63 9	55 6	130 6	79 0
2nd six months ..	63 9	63 9		
5th year—				
1st six months ..	79 0	63 9		
2nd six months ..	79 0			

(b) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

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

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 119s. 0d. per week. Provided that a male working employer shall be entitled to an apprentice.

In Places where both Men's and Ladies' Hairdressing is Carried Out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 119s. 0d. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists ..	.. 49s. 6d. per week of 40 hours.
Messengers ..	.. 19s. 3d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, and Warrnambool; and the Town of Newtown and Chilwell.	All Other Parts of Victoria.
<i>Men's Hairdressing Saloons.</i>	<i>s. d.</i>	<i>s. d.</i>
Chair workers (male or female)	Per Week of 40 Hours. 173 0	Per Week of 40 Hours. 163 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
<i>Any Other Place.</i>		
Males engaged in—	Per Week of 40 Hours.	Per Week of 40 Hours.
Children's haircutting	173 0	163 0
Ladies' haircutting	182 6	179 6
All other males	192 6	189 6
Female window models	Per Week of 20 Hours. 188 6	Per Week of 20 Hours. 183 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	133 0	130 0
Female receptionists	67 6	67 6
All other females	121 0	119 0

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



VICTORIA GOVERNMENT GAZETTE.

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No. 183]

FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

PRINTERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1022 of the 29th November, 1949, shall be replaced by the following clauses:—

2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 10 2 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	9 12 0
	(b) For a second period of six months' probation	9 15 6
	(c) Thereafter the rate for a machine compositor	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLES "A"—ADULT MALES— <i>continued</i> .		£ s. d.
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	10 2 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	9 12 0
5	Operator of a Wells' cross-rule form machine	10 2 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	8 9 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine	9 12 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	8 9 6
9	Proof reader and/or reviser	9 15 6
10	Copy holder	8 0 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor)	9 12 0
12	Electrotyper (which shall include an employee preparing lead for matrix moulding purposes)	9 12 0
13	Stereotyper	9 12 0
14	Engraver on wood or metal	9 12 0
15	Letterpress machinist	9 12 0
16	Railway ticket printer—single machine	8 15 6
17	Railway ticket printer—multiple machine	8 17 6
18	Machinist working a flat-bed machine printing from a reel	9 12 0
19	Letterpress rotary machinist	9 12 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	8 12 6
21	Collapsible tube printing machinist	9 12 0
22	Universal process machine operator	9 12 0
23	Lithography— (a) Artist and/or designer (b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer—down on lithographic metal plate (c) Lithographic pressman and/or lithographic manual transferer (d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) (e) Lithographic machinist, including lithographic tin printer	9 18 6 9 14 0 9 12 0 8 2 0
24	Photogravure machinist	9 12 0
25	Bookbinder	9 12 0
26	Marbler	9 12 0
27	Hand indexer	9 12 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	9 12 0
29	Finisher	9 12 0
30	Pocket-book maker	9 12 0
31	Ticket maker, turned-in work	9 12 0
32	Blotting pad maker	9 12 0
33	Portfolio maker	9 12 0
34	Person engaged in sawing and/or rolling books	9 12 0
35	Loose sheet cover maker	9 12 0
36	Edge-gilder	9 12 0
37	Leather cutter	9 12 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	8 5 6
39	Embossing machinist	9 12 0
40	Map and plan mounter and/or varnisher	9 12 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or dics on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	9 12 0
42	Guillotine machine operator	9 12 0
43	Employee operating a milk bottle wad making machine	8 9 0
44	Waxer	8 7 0
45	Sheet varnishing and/or sheet gumming machinist	8 2 0
46	Rotary reel gumming machinist	8 5 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping	7 18 0
48	Printing ink mixer and/or maker	7 19 0
49	Bronzing machine operator	8 2 0
50	Roller maker	7 19 0
51	Feeder on any kind of machine	7 14 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued</i> .		
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	£ s. d. 9 5 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	9 5 0
54	Storeman	8 2 0
55	Packer and/or despatcher	8 2 0
56	Any other adult male	7 10 0
57	An employee working on a night shift for a week shall be paid 16s. extra: if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES: (Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, monotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	9 12 0
2	Female head packer when employed as such	4 18 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	4 18 6 4 17 6
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather: but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	4 16 6 4 16 6
5	Female hand or machine sewer and taker down or repairer of letterpress work ..	4 16 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	4 16 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	4 16 6
8	Female copy holder	4 16 6
9	Female embosser	4 17 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	4 16 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of:— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	5 0 6 5 12 0 5 19 6
12	Females employees not otherwise specified	4 5 0

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male: provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

		Third Column. Weekly Wage.
		£ s. d.
Where the work is performed by a male junior, not being an apprentice :		
Under 15 years of age .. .. .	.. .. .	1 12 3
Between 15 and 16 years of age .. .. .	.. .. .	2 0 9
Between 16 and 17 years of age .. .. .	.. .. .	2 12 6
Between 17 and 18 years of age .. .. .	.. .. .	3 10 0
Between 18 and 19 years of age .. .. .	.. .. .	4 8 6
Between 19 and 20 years of age .. .. .	.. .. .	5 6 9
Between 20 and 21 years of age .. .. .	.. .. .	6 6 6
Where the work is performed by a male apprentice :		
First year .. .. .	.. .. .	1 13 3
Second year .. .. .	.. .. .	2 5 0
Third year .. .. .	.. .. .	2 18 3
Fourth year .. .. .	.. .. .	3 18 6
Fifth year .. .. .	.. .. .	4 19 0
Sixth year .. .. .	.. .. .	6 16 6
A junior working on a night shift for a week shall be paid 12s. per week extra, for such night shift work ; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.		
Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		
Where the work is performed by a female junior—		
First year's experience .. .. .	.. .. .	1 12 0
Second year's experience .. .. .	.. .. .	1 19 6
Third year's experience .. .. .	.. .. .	2 9 9
Fourth year's experience .. .. .	.. .. .	2 19 6
Fifth year's experience .. .. .	.. .. .	3 18 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.		
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.		
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer; and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.		

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force, except that sub-clause (b) of clause 1 of Schedule "A" shall be amended to read "The piece-work rate for machine composition shall be 9½d. per thousand ens, except where such work is done on a night shift, when the rate shall be 10d. per thousand ens. The earnings of piece-workers shall be calculated according to the foregoing rates, but to the aggregate earnings so calculated there shall be added the sum of 4s. 6d. If a piece-worker is employed for less than the number of hours constituting a full week, the amount to be added shall be proportionately reduced."



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FRIDAY, FEBRUARY 24.

[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

23rd day of February, 1950

RAY. H. BEERS,

Secretary for Labour.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 29 and 30 of the Determination published in *Government Gazette* No. 1098, of the 5th December, 1949, shall be replaced by the following clauses:—

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 6d. plus 1½d. war loading (total 6s. 7½d.)	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
per 100 sheep or lambs slaughtered	
To slaughtermen employed in Group B, 6s. 8d. plus 1s. 1½d. war loading (total 6s. 9½d.)	} per 100 sheep or lambs slaughtered
per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

40s. 1d. plus 1s. 2½d. war loading (total 41s. 3½d.) per day.

Thereafter until considered competent by the employer—

46s. 5½d. plus 1s. 2½d. war loading (total 47s. 8½d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 75s. 2d. plus 1s. 3d. war loading (total 76s. 5d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 6d. plus 1½d. war loading (total 6s. 7½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 6s. 8d. plus 1s. 1½d. war loading (total 69s. 9½d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 75s. 2d. plus 1s. 3d. war loading (total 76s. 5d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or

Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 3s. 4½d. shall be added in accordance with clause 40.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 4d. plus 1d. war loading (total 4s. 5d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 3s. 4½d. shall be added in accordance with clause 40.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on 69s. 1·73d. plus 1s. 3d. war loading (total 70s. 4·73d.) per 100 calves.

Calves 100 lb. and under, skin off 98s. 0·4d. plus 1s. 3d. war loading (total 99s. 3·4d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 87s. 10·21d. plus 1s. 3d. war loading (total 89s. 1·21d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off 124s. 6·945d. plus 1s. 3d. war loading (total 125s. 8·945d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 105s. 4·37d. plus 1s. 3d. war loading (total 106s. 7·37d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off 154s. 3·305d. plus 1s. 3d. war loading (total 155s. 6·305d.) per 100 calves.

Calf skimmers engaged skinning cold calves—

45s. 2½d. plus 1s. 2½d. war loading (total 46s. 4½d.) per day.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

NOTE.—To the daily earnings of each pieceworker (other than Calf skimmers engaged skinning cold calves) the sum of 3s. 4½d. shall be added in accordance with clause 40.

5. (a) Rates of pay to men slaughtering pigs—

Pigs.

					Total.
Machine dehaired—					
Up to 100 lb.	..	..	..	12·505d. per head	} These rates include 4 per cent. war loading.
101 lb. to 200 lb.	..	..	..	16·539d. per head	
Over 200 lb.	..	..	..	27·246d. per head	
Hand scudded—					
Up to 100 lb.	..	..	..	21·448d. per head	} These rates include 4 per cent. war loading.
101 lb. to 200 lb.	..	..	..	27·246d. per head	
Over 200 lb.	..	..	..	43·333d. per head	
If pigs are put through singeing machine 6½d. per head shall be added to the above rates.					

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 3s. 4½d. shall be added in accordance with clause 40.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices, which in respect of beef, mutton, pork, or veal shall not apply until the following daily quota has been completed:—

(a) (i) Beef, 9½ bodies.

(ii) Mutton, 65 carcasses.

(iii) Veal—

Up to 60 lb., 57 carcasses	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 38 carcasses	..	..	..	..
121 lb. to 200 lb., 19 carcasses	..	..	..	..
Over 200 lb. to be paid for at beef prices.					

(iv) Pork—

(1) When boned out and rinded and defatted to the satisfaction of the employer—1,900 lb. per day.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2,490 lb.

(b) Piece-work prices referred to above are—

(i) Mutton, 10·17d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 1½d. for each carcass ribbed out and birdcaged.

Sheep over 64 lb. to be paid for at rate and a half.

For the purposes of this sub-clause—

Two flying foxes shall equal one carcass.

Three trunks shall equal two carcasses.

Three pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Three pairs of hindquarters shall equal two carcasses.

Five pairs of fore-quarters shall equal two carcasses.

One trunk with chump attached shall equal one carcass.

(ii) Beef, 5s. 1·04d. and 1s. 3·26d. respectively for each additional body or quarter of beef (all-in-weight) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

Five briskets shall equal one-quarter of beef.

Two rumps and loins shall equal one-quarter of beef.

Four clods and stickings shall equal one-quarter of beef.

Fifteen shins shall equal one-quarter of beef.

Two necks and blades shall equal one-quarter of beef.

Two ribs and two briskets shall equal one-quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horses' heads under three ribs, shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef.

Three rumps and loins shall equal two quarters of beef.

Seven briskets and shins with portion of the clod attached shall equal two quarters of beef over 150 lbs. at the rate applying for surplus forces.

Surplus fore-quarters being additional fore-quarters to the full bodies treated, horses' heads over three ribs shall be paid for at the following rates:—

Under 100 lb.	1s. 3·26d. per quarter	} Bone-in-weight.
101 lb. to 150 lb.	..	..	1s. 6·7d. per quarter
Over 150 lb.	..	..	1s. 8·348d. per quarter

Calves—for each additional carcass in excess of the daily quota—

Up to 60 lb., 10·17d. per carcass..

61 lb. to 120 lb., 1s. 3·26d. per carcass ..

121 lb. to 200 lb., 2s. 6·52d. per carcass ..

Over 200 lb. to be paid for at beef prices.

For the purposes of this sub-clause—

Two flying foxes of veal shall equal one carcass.

Three trunks of veal shall equal two carcasses.

Three pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Three pairs of hind-quarters of veal shall equal two carcasses.

Five pairs of fore-quarters shall equal two carcasses.

(d) Pork—for each additional amount in excess of the daily quota—

(1) When boned out and rinded and defatted to the satisfaction of the employer—2s. 6·52d. per 100 lb.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—1s. 11·289d. per 100 lb.

Boners on piece-work shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed :—

- (a) (i) Beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be :—

Under 100 lb.	..	..	..	..	..	..	..	56 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	52 quarters.
Over 150 lb.	..	..	..	..	..	..	..	48 quarters.

- (ii) Mutton—130 carcasses.

- (b) Piece-work prices referred to above are—

- (i) Mutton—4.104d. for each additional carcass in excess of the daily quota.

- (ii) Beef—3s. 2.11d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota—

Under 100 lb.	..	..	..	..	..	..	..	9.528d. per quarter.
101 lb. to 150 lb.	..	..	..	..	..	..	..	10.26d. per quarter.
Over 150 lb.	..	..	..	..	..	..	..	11.116d. per quarter.

- (iii) Veal—2.34d. for each carcass.

- (iv) Pork—to be treated at hourly rates.

- (c) Bull beef (excluding surplus fore-quarters) shall be paid for at 50 per cent. above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8.

WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

Weekly Wage.

									£ s. d.
1st year's experience	..	..	..	..	..	..	..	..	3 16 9
2nd "	"	..	..	..	..	..	..	..	4 13 7
3rd "	"	..	..	..	..	..	..	..	5 7 7
4th "	"	..	..	..	..	..	..	..	7 1 2
5th "	"	..	..	..	..	..	..	..	Minimum wage

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.			
—	Wages per Day.	—	Wages per Day.		
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.
	s. d.		s. d.	s. d.	s. d.
16 years and under		Boners (Beef and Mutton)	47 1.52	1 2 ² / ₅	48 3.92
17 years ..	13 10.43	Head and Feet Boners—			
18 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting			
18 years ..	14 7.92	heads and removing brains			
19 years and under		(ii) Cattle—removing face pieces and cheeks, chopping			
19 years ..	17 4.02	heads, removing brains, skinning feet, removing			
20 years and under		sinews and hoofs	40 1.6	0 9 ² / ₅	40 11
20 years ..	21 5.68	Slicers and Trimmers	43 8.01	0 9 ² / ₅	44 5.61
21 years and under		Labourers trimming, cleaning, scalding, and picking tripe	40 1.6	0 9 ² / ₅	40 11
21 years ..	26 8.81	Boners' Labourers	38 8.25	0 7 ¹ / ₅	39 3.45
		Skin Shed Labourers	38 5.8	0 7 ¹ / ₅	39 1
		Other Labourers	39 9	0 9 ² / ₅	40 6.6

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

29.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—40s. 7·8d. plus 6d. war loading (total, 41s. 1·8d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—12s. 8·7d. plus 2d. war loading (total, 12s. 10·7d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—14s. 9·6d. plus 2d. war loading (total 14s. 11·6d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—12s. 3·1d. plus 2d. war loading (total 12s. 5·1d.), per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn ..	..	39s. 4·4d., plus 6d. war loading	} if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn ..	..	(total, 39s. 10·4d.), per trip.	
(c) Sims Cooper Freezing Works, Newport ..	..	46s. 4·8d. plus 6d. war loading	
		(total 46s. 10·8d.), per trip.	

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—70s. 3·6., plus 6d. war loading (total, 70s. 9·6d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

41s. 3·65d. plus 9³/₄d. war loading (total 42s. 1·25d.), per day.

All others—

39s. 11·4d. plus 7¹/₂d. war loading (total, 40s. 6·6d.), per day.

30.

JUVENILE WORKERS.

							Wages per Day.
							s. d.
16 years of age and under 17 years of age	..	..	..	..	..	..	13 10·43
17 years of age and under 18 years of age	..	..	..	..	..	..	14 7·92
18 years of age and under 19 years of age	..	..	..	..	..	..	17 4·02
19 years of age and under 20 years of age	..	..	..	..	..	..	21 5·68
20 years of age and under 21 years of age	..	..	..	..	..	..	26 8·81

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

Clauses, other than clauses 2 to 8 inclusive and clauses 29 and 30, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

TINSMITHS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette*, No. 13, of the 9th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Sheet Metal Section.			
Sheet metal worker (1st class)	9 6 0	9 12 6	9 3 0
Sheet metal worker (2nd class)	8 11 0	8 17 6	8 8 0
Spinner (1st class)	8 15 0	9 1 6	8 12 0
Spinner other	8 0 0	8 6 6	7 17 0
Die setter	8 0 0	8 6 6	7 17 0
Die setter—press operator working from blue prints or plans	8 11 0	8 17 6	8 8 0
Press operator (heavy)	7 18 0	8 4 6	7 15 0
Press operator (light)	7 16 0	8 2 6	7 13 0
Solderer and dipper	7 18 0	8 4 6	7 15 0
Drop hammer stamper	7 18 0	8 4 6	7 15 0
Guillotine operator (as defined)	8 11 0	8 17 6	8 8 0
Guillotine operator (other)	7 16 0	8 2 6	7 13 0
Guttering machinist	7 16 0	8 2 6	7 13 0
Power machinist (not otherwise specified)	7 16 0	8 2 6	7 13 0
(b) Welding Division.			
Welder—			
1st class, other than when using Cutler machine	9 10 6	9 17 0	9 7 6
1st class, using Cutler machine	8 13 0	8 19 6	8 10 0
2nd class	8 2 0	8 8 6	7 19 0
3rd class	7 18 0	8 4 6	7 15 0
Tack welder	8 0 0	8 6 6	7 17 0
(c) Canister-making.			
Die setter and/or machine setter and or leading press hand	8 0 0	8 6 6	7 17 0
Canister-maker by hand and riveter by hand	8 0 0	8 6 6	7 17 0
Solderer and dipper	7 16 0	8 2 6	7 13 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	8 0 0	8 6 6	7 17 0
Operator of power capping machines or metal pots on automatic machines	7 18 0	8 4 6	7 15 0
Operator of other power presses and other power machines	7 16 0	8 2 6	7 13 0
Cap solderer (not otherwise classified)	7 16 0	8 2 6	7 13 0

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer	8 7 0	8 13 6	8 4 0
Tinner and grease tinner	8 7 0	8 13 6	8 4 0
Assistant working over metal pot	7 18 0	8 4 6	7 15 0
Pickler	7 17 0	8 3 6	7 14 0
All others in this Division	7 13 0	7 19 6	7 10 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	8 11 0	8 17 6	8 8 0
Spray operator	8 0 0	8 6 6	7 17 0
Grainer, liner, and filliter	7 16 0	8 2 6	7 13 0
Painter and lacquerer	7 16 0	8 2 6	7 13 0
Dipper	7 16 0	8 2 6	7 13 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	8 6 0	8 12 6	8 3 0
Fuser on medallions, badges, or buckles	7 16 0	8 2 6	7 13 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	7 17 0	8 3 6	7 14 0
Inspector (other)	7 14 0	8 0 6	7 11 0
Mill hand and mixer	7 17 0	8 3 6	7 14 0
Packer and despatcher	8 1 6	8 8 0	7 18 6
Pickler	7 17 0	8 3 6	7 14 0
Rackman	7 12 0	7 18 6	7 9 0
Sand and shot blaster	8 10 0	8 16 6	8 7 0
Sprayer	7 18 0	8 4 6	7 15 0
Swiller, gripper, and brusher	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 in any Division	6 17 0	7 3 6	6 14 0
<i>(g) General.</i>			
Process worker	7 16 0	8 2 6	7 13 0
Tool storeman (as defined)	7 17 0	8 3 6	7 14 0
Storeman and/or packer	8 1 6	8 8 0	7 18 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.

Ship Repairing.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

Sheet-metal worker—1st class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Welder—1st class ;

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(j) WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	29	s. d. 0 9	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 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.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s d.	s d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	6 0	4 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	56	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.—Male Junior Labour.</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.

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

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

Prohibited Occupations.

(b) Junior employees shall not be employed :—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—

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

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



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 24.

[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
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

WOOLLEN AND COTTON TRADE BOARD.

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

2. (a)

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

MALES.				FEMALES.									
£ s. d.				£ s. d.									
Under 16 years of age	2	5	6	Under 16 years of age	..	..	..	2	5	6
16 years of age	2	12	6	At 16 years of age	..	..	..	2	11	0
16½	2	17	0	At 16½	..	..	..	2	15	6
17	3	3	0	At 17	..	..	..	3	2	0
17½	3	9	0	At 17½	..	..	..	3	8	0
18	4	1	6	At 18	..	..	..	3	13	0
18½	4	10	6	At 18½	..	..	..	3	18	6
19	4	18	0	At 19	..	..	..	4	4	0
19½	5	11	0	At 19½	..	..	..	4	9	0
20	5	17	0	At 20	..	..	..	4	14	0
20½	6	3	6	At 20½	..	..	..	5	0	6

PROPORTION (within any factory).

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

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

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

(d)

OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.

Woollen and Worsted Section.

ADULT MALES.

£ s. d.

Assistant foreman and/or overlooker	8	3	0
Wool Sorting and Wool Scouring and Carbonising Department—			
Wool sorters	8	17	6
Neutraliser attendant overlooking bowls in carbonizing plant	8	7	6
Wool scourers and/or carbonisers (other than foremen) responsible for mixing of liquor and working of bowls	8	5	0
Neutraliser attendant	8	2	0
Acid bowl attendant	8	2	0
Burr crushing machine attendant	7	19	0
Truckers, pressers, and/or storemen substantially employed as such	7	19	0
Wool top packers	7	9	0
All other machine operators and/or attendants	7	8	0
Waste Room—			
Leading hand	7	14	0
Operators and/or attendants	7	8	0
Wiley House—			
Leading hand	7	14	0
Teasing machine or batch floor operators and/or attendants	7	9	0
Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—			
Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants)	7	15	0
Leading hands	7	14	0
Machine operators and/or attendants	7	8	0
Conditioning house employees (wherever employed)	7	5	0
Carding Department—			
Head fettler (leading hand in carding room)	7	14	0
Fettlers	7	10	0
All other machine operators and/or attendants	7	8	0
Combing Department—			
Comb mechanic	7	12	0
Combing and backwash machine operators	7	10	0
All other machine operators and/or attendants	7	8	0
Drawing, Spinning, Twisting and Winding (including Weft) Departments—			
Men in charge of one pair of spinning mules—			
Worsted	7	13	0
Woolen	7	11	0
All other machine operators and/or attendants	7	8	0
Doffers	6	19	0
Jobber	7	12	0
Pin Setting Department—			
Pin setter—			
1st year's experience	7	4	0
2nd year's experience	7	9	0
Thereafter—			
Faller pin setter and porcupine setter	8	0	0
Comb circle and French comb cylinder setter	8	8	0
Roller Covering Department—			
Roller (leather or cork) coverer—			
1st year's experience	7	3	0
2nd year's experience	7	7	0
Thereafter	7	18	0
Roller coverers' assistants	7	3	0
Warping Department—			
Combined warping and sizing machine operator	7	15	0
Warpers and/or beamers	7	10	0
Size machine hands	7	8	0
Croelers	7	2	0
Warper (using weaving attachment)	7	15	0
Warp Drawing and Warp Twisting Department—			
Drawers and/or twisters in—			
1st year's experience	7	2	0
2nd year's experience	7	7	0
Thereafter—			
Twisters-in	7	15	0
Drawers-in	8	0	0
Warp tiers	7	5	0
Weaving Department—			
Box loom tuners—			
1st year's experience	7	5	0
2nd year's experience	7	11	0
Thereafter	8	8	0
Plain loom tuners—			
1st year's experience	7	3	0
2nd year's experience	7	9	0
Thereafter	8	3	0
Card and/or chain makers	7	8	0
Pattern weavers	7	18	0
Weavers—			
1st six months' experience	7	5	0
Thereafter	7	11	0
Beam lifter and loom gaiter	7	8	0
Perchers	7	7	0
Piece Scouring and Dyeing Department—			
Leading hand	7	14	0
Milling, scouring and/or washing machine or piece dyeing operators	7	10	0
Wet crabber operators	7	10	0
Other operators and/or attendants	7	8	0

WAGES PER WEEK OF 40 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Wooden and Horse Section—continued.										E	S.	d.	
Finishing Departments—													
Sulphur house hands (for time on sulphur house work)										7 13 0
Examiners of finished cloth										7 13 0
Examiners of finished cloth assistant										7 7 0
Perchers during finishing process										7 11 0
Pieco carbonisers										7 10 0
Men engaged on unshrinkable finishing process										7 10 0
Cloth cutting or cropping machine operators										7 10 0
Operators and/or attendants										7 8 0
Warehouse (Yarn and/or Cloth)—													
Leading hand in warehouse where warehouse foreman is not employed										7 14 0
Machine operators and attendants										7 8 0
Other operators and attendants										7 5 0
Leading hand responsible for packing of yarn										7 10 0
General—													
Recorders										7 7 0
Yarn storemen										7 5 0
Oilers and cleaners										7 5 0
All adult males (in any section) not elsewhere specified										6 16 0

Cotton Section.

[illegible]

WAGES PER WEEK OF 40 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Weaving.											£	s.	d.	
Warping and Beaming—														
Warpers and Beamers	..	..	..	..	..	..	..	..	..	..	7	10	0
Creelers	..	..	..	..	..	..	..	..	..	..	7	2	0
Sizing Department—														
Slasher Sizer—leading hand if no foreman employed											..	8	8	0
Assistant Slasher Sizer	..	..	..	..	..	..	..	..	..	..	7	8	0
Slasher's Labourer	..	..	..	..	..	..	..	..	..	..	7	2	0
Dry Taping Machine Operators	..	..	..	..	..	..	..	..	..	..	7	8	0
Dry Taping Machine Operator's Assistant	..	..	..	..	..	..	..	..	..	..	7	2	0
Twisting-in and Drawing-in Department—														
Twister-in	..	..	..	..	..	..	..	..	..	..	7	12	0
Drawer-in	..	..	..	..	..	..	..	..	..	..	7	12	0
Warp Tiers	..	..	..	..	..	..	..	..	..	..	7	8	0
Reacher-in	..	..	..	..	..	..	..	..	..	..	7	2	0
Tuning Department—														
Plain loom tuners—														
1st year's experience	..	..	..	..	..	..	..	..	..	..	7	8	0
2nd year's experience	..	..	..	..	..	..	..	..	..	..	7	13	0
Thereafter	..	..	..	..	..	..	..	..	..	..	7	18	0
Box loom tuners—														
1st year's experience	..	..	..	..	..	..	..	..	..	..	7	13	0
2nd year's experience	..	..	..	..	..	..	..	..	..	..	7	18	0
Thereafter	..	..	..	..	..	..	..	..	..	..	8	3	0
Automatic and Jacquard loom tuners—														
1st year's experience	..	..	..	..	..	..	..	..	..	..	7	13	0
2nd year's experience	..	..	..	..	..	..	..	..	..	..	7	18	0
Thereafter	..	..	..	..	..	..	..	..	..	..	8	8	0
Beam lifter and loom gaiter	..	..	..	..	..	..	..	..	..	..	7	8	0
Weaving Department—														
Weavers—														
1st six months' experience	..	..	..	..	..	..	..	..	..	..	7	5	0
Thereafter	..	..	..	..	..	..	..	..	..	..	7	11	0
Battery fillers	..	..	..	..	..	..	..	..	..	..	6	19	0
Bleaching—Dyeing and Finishing Department—														
Leading hand employed on dye or bleaching machines or vats											..	7	13	0
Grey room warehouseman (man in charge)	..	..	..	..	..	..	..	..	..	..	7	8	0
All other machine operators and/or attendants	..	..	..	..	..	..	..	..	..	..	7	8	0
Dye house storeman	..	..	..	..	..	..	..	..	..	..	7	6	0
General—														
Card cutters and/or chain makers	..	..	..	..	..	..	..	..	..	..	7	8	0
Cloth examiners—finished cloth	..	..	..	..	..	..	..	..	..	..	7	12	0
Cloth pickers	..	..	..	..	..	..	..	..	..	..	7	5	0
Cloth warehouseman (man in charge—dyed and finished cloth)	..	..	..	..	..	..	..	..	..	..	7	18	0
Cloth warehouseman	..	..	..	..	..	..	..	..	..	..	7	5	0
Yarn warehouseman	..	..	..	..	..	..	..	..	..	..	7	5	0
Oilers and cleaners	..	..	..	..	..	..	..	..	..	..	7	5	0
Splicers and Creelers	..	..	..	..	..	..	..	..	..	..	7	2	0
Recorders	..	..	..	..	..	..	..	..	..	..	7	7	0
Machine operators and/or attendants—not elsewhere classified	..	..	..	..	..	..	..	..	..	..	7	8	0
Males—not elsewhere included	..	..	..	..	..	..	..	..	..	..	6	18	0

Miscellaneous Section.

Braids, Tassels, Labels, and Ribbons.													
Loom Tuners—													
1st year's experience	7	13	0
2nd year's experience	7	18	0
Thereafter	8	3	0
Jacquard Card Cutters—													
1st year's experience	7	13	0
2nd year's experience	7	18	0
Thereafter	8	3	0
Card Handlers and/or Changers													
	7	8	0
Weavers—													
1st six months' experience	7	5	0
Thereafter	7	11	0
Warpers													
..	7	10	0
Twisters-in													
..	7	10	0
All other machine operators and/or attendants													
..	7	8	0
Oilers and Cleaners													
..	7	5	0
Other male labour not elsewhere specified													
..	6	16	0
Carpets.													
Dye House—													
Leading Hand	7	13	0
Machine Operators and/or Attendants													
..	7	8	0
Winding Department—													
Slasher Size Hand													
Beamers	7	6	0
Bobbin Winder	7	6	0
Cheese Winder	7	6	0
Leading Hand in Winding													
..	7	14	0

ADULT FEMALES.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
WOOLLEN AND WORSTED SECTION.			
<i>Combing Department.</i>			
Combing and Backwash machine operators	£ s. d. 5 2 0	£ s. d. 5 5 0	£ s. d. 5 8 0
All other machine operators and/or attendants	5 2 0	5 5 0	5 8 0
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>			
All machine operators and/or attendants	5 2 0	5 5 0	5 8 0
<i>Warping Department.</i>			
Warpers using wave motion	5 2 0	5 7 0	5 12 0
Warpers	5 2 0	5 6 0	5 10 0
<i>Weaving Department.</i>			
Weavers	5 2 0	5 6 0	5 12 0
<i>Mending and Darning Department.</i>			
Examiners and/or passers of pieces after mending	5 9 0	5 9 0	5 16 0
Worsted menders and darners	5 7 0	5 7 0	5 12 0
Other menders and darners (except flannel and blanket menders)	5 2 0	5 5 0	5 10 0
Other examiners and passers	5 2 0	5 5 0	5 8 0
Whipping machinists	5 2 0	5 5 0	5 8 0
Knotters and burlers	5 2 0	5 5 0	5 8 0
<i>Finishing Department.</i>			
Operators and/or attendants	5 2 0	5 5 0	5 8 0
<i>Warehouse (Yarn and/or Cloth).</i>			
Machine operators and attendants	5 2 0	5 5 0	5 8 0
Other warehouse employees including packers	5 2 0	5 5 0	5 5 0
<i>General.</i>			
Recorders	5 2 0	5 5 0	5 8 0
All other females in any section not elsewhere specified	5 2 0	5 2 0	5 2 0

COTTON SECTION.

<i>(a) Spinning Section.</i>			
<i>Combing section—</i>			
Combing tenter	5 2 0	5 5 0	5 8 0
<i>Drawing frame section—</i>			
Draw frame tenter	5 2 0	5 5 0	5 8 0
<i>Slubbers—</i>			
Slubber tenter	5 2 0	5 5 0	5 8 0
Back tenter	5 2 0	5 5 0	5 5 0
<i>Intermediate—</i>			
Intermediate tenter	5 2 0	5 5 0	5 8 0
Back tenter	5 2 0	5 5 0	5 5 0
<i>Rovers—</i>			
Rover tenter	5 2 0	5 5 0	5 8 0
Back tenter	5 2 0	5 5 0	5 5 0
<i>Ring spinning department—</i>			
Ring spinner	5 2 0	5 5 0	5 8 0
Head doffer	5 8 0	5 8 0	5 8 0
Doffer	5 2 0	5 5 0	5 5 0
<i>Winding department—</i>			
Winders	5 2 0	5 5 0	5 8 0
<i>Doubling department—</i>			
Doublers	5 2 0	5 5 0	5 8 0
Doffers	5 2 0	5 5 0	5 5 0
<i>General—</i>			
Recorders	5 2 0	5 5 0	5 8 0
Roller coverers assistants	5 2 0	5 5 0	5 5 0
Packers	5 2 0	5 5 0	5 5 0
Adult females in any section not elsewhere specified	5 2 0	5 2 0	5 2 0

ADULT FEMALES—continued.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
<i>(b) Weaving Section.</i>			
Winding department—			
Winders	5 2 0	5 5 0	5 8 0
Warping and beaming department—			
Warpers and/or beamers	5 2 0	5 5 0	5 10 0
Creelers	5 2 0	5 5 0	5 5 0
Twisting-in and drawing-in department—			
Twisters-in	5 5 0	5 8 0	5 12 0
Drawers-in	5 5 0	5 8 0	5 12 0
Reachers-in	5 2 0	5 5 0	5 8 0
Weaving department—			
Weavers	5 2 0	5 6 0	5 12 0
Battery fillers	5 2 0	5 5 0	5 5 0
General			
Cloth examiners, finished cloth	5 9 0	5 9 0	5 16 0
Card cutters and/or chain makers	5 2 0	5 5 0	5 8 0
Recorders	5 2 0	5 5 0	5 8 0
Cloth pickers	5 2 0	5 5 0	5 8 0
Warehouse employees including packers	5 2 0	5 5 0	5 5 0
Splicers and creelers (Tyre Cord)	5 2 0	5 5 0	5 5 0
All adult females in any section not elsewhere specified	5 2 0	5 2 0	5 2 0
MISCELLANEOUS SECTION.			
<i>Braids, Tassels, Labels and Ribbons Section.</i>			
Assistant forewomen and/or overlooker	5 17 0	5 17 0	5 17 0
Weavers	5 2 0	5 6 0	5 12 0
Warpers	5 2 0	5 6 0	5 10 0
Other machine operators and/or attendants	5 2 0	5 5 0	5 8 0
Recorders	5 2 0	5 5 0	5 8 0
Warehouse employees including packers	5 2 0	5 5 0	5 5 0
Other females not elsewhere specified	5 2 0	5 2 0	5 2 0
<i>Carpet Section.</i>			
Assistant forewoman and/or overlooker	5 17 0	5 17 0	5 17 0
Weavers	5 2 0	5 6 0	5 12 0
Setters and spool setters	5 2 0	5 6 0	5 10 0
Creelers	5 2 0	5 5 0	5 8 0
Threaders	5 2 0	5 5 0	5 8 0
Examiners and menders	5 2 0	5 5 0	5 8 0
Card stampers and lacers	5 2 0	5 5 0	5 8 0
Winders	5 2 0	5 5 0	5 8 0
Whippers, fringers, trimmers and pickers	5 2 0	5 5 0	5 8 0
Other machine operators and/or attendants	5 2 0	5 5 0	5 8 0
Other females not elsewhere specified	5 2 0	5 2 0	5 2 0
<i>Elastic Webbing Section.</i>			
Assistant forewoman and/or overlooker	5 17 0	5 17 0	5 17 0
Weavers	5 2 0	5 6 0	5 12 0
Braiders and/or rubber-coverers	5 2 0	5 5 0	5 8 0
Warpers	5 2 0	5 5 0	5 8 0
Examiners	5 2 0	5 5 0	5 8 0
Winders	5 2 0	5 5 0	5 8 0
Packers and despatchers	5 2 0	5 5 0	5 5 0
All other machinists	5 2 0	5 5 0	5 8 0
Other females not elsewhere specified	5 2 0	5 5 0	5 2 0
<i>Mercerising Section.</i>			
Assistant forewoman and/or overlooker	5 17 0	5 17 0	5 17 0
Quillers	5 2 0	5 5 0	5 8 0
Reelers	5 2 0	5 5 0	5 8 0
Winders	5 2 0	5 5 0	5 8 0
Other females not elsewhere specified	5 2 0	5 2 0	5 2 0

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

