

[1495]



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 202]

THURSDAY, MARCH 9.

[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  
6th day of March, 1950

RAY. H. BEERS,  
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 929 of the 17th September, 1948, shall be replaced by the following clause:—

2.

IMPROVERS.

	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	<i>s. d.</i>	
Under 18 years of age . . . . .	2 6	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20 . . . . .	3 0	
20 years of age and under 21 . . . . .	Appropriate adult rate	

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

No. 202.—1106/50.—PRICE 3D.

OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer .. .. .	4	7
Pitcher setter, cube setter, or pavior .. .. .	4	7
Weigher and/or mixer on hot asphaltic mixing plant .. .. .	4	7
Rigger .. .. .	4	6
Splicer of Wire Rope or Hemp Rope .. .. .	4	6
Bitumen pourer or kettle attendant .. .. .	4	6
Tunnel man or shaft sinker .. .. .	4	6
Timber man in tunnel or shaft .. .. .	4	6
Pipe jointer, or pipe layer .. .. .	4	6
Powder monkey .. .. .	4	6
Sinker in trenches for storm-water drain .. .. .	4	6
Finisher in concrete work .. .. .	4	6
Leading tackle hand .. .. .	4	6
Skid scoop (tumbling Tommy), filler, and/or driver .. .. .	4	6
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work .. .. .	4	5
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute .. .. .	4	5
Jack hammerman .. .. .	4	5
Mixer, gauger spreading or layer on of concrete .. .. .	4	5
Tar, bitumen or emulsion sprayer operator .. .. .	4	5
Faceman in gravel pit .. .. .	4	5
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track .. .. .	4	5
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion .. .. .	4	5
Batterman using batter rule .. .. .	4	4
Boodler in tunnel .. .. .	4	4
Fencer .. .. .	4	4
Sanitary or garbage attendant .. .. .	4	4
Scabler in tunnel .. .. .	4	4
Metal or gravel spreader .. .. .	4	4
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter .. .. .	4	4
Filler of monkey-tail scoop .. .. .	4	4
Setter out of reinforcements .. .. .	4	4
Points man on tram or locomotive line .. .. .	4	4
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level .. .. .	4	4
Cold asphaltic shoveller or forker .. .. .	4	4
Ploughman's offsider .. .. .	4	4
Tipper of monkey-tail scoop .. .. .	4	4
Slurry filler .. .. .	4	4
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks .. .. .	4	10
Driver power grader 35-h.p. or over .. .. .	4	9
Driver power grader under 35-h.p. .. .. .	4	6
Driver side loader .. .. .	4	5
Driver tractor (oil) 35-h.p. and over .. .. .	4	6
Driver tractor (oil) under 35-h.p. .. .. .	4	3
Driver of traction engine or road roller (steam) .. .. .	4	9
Driver road roller (internal combustion) .. .. .	4	9
All others .. .. .	4	3

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



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No. 203]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

**PLASTER OF PARIS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 640 of the 11th August, 1949, shall be replaced by the following clause:—

2-

<i>Improvers.</i>				<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.		Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age .. ..	64 6	2 9	67 3	(a) MILL EMPLOYEES.			
17 years of age .. ..	84 6	3 9	88 3	Calciner .. ..	181 6	6 0	187 6
18 " " .. ..	104 3	4 6	108 9	Mechanical shovel attendant ..	171 6	6 0	177 6
19 " " .. ..	124 3	5 6	129 9	Washers, driers, firemen, wheelers and stackers ..	157 6	6 0	163 6
20 " " .. ..	137 3	6 0	143 3	Bagger .. ..	167 0	6 0	173 0
PROPORTION (IN ANY PLACE).				(b) GYPSUM WORKERS.			
One improver to every five or fraction of five workers receiving not less than 163s. 6d. per week.				Manager in charge of gypsum pit	201 6	..	201 6
				Gypsum raisers .. ..	147 6	..	147 6

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

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





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Factories and Shops Acts.

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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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

**POSTERHANGERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 182 of the 2nd March, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
	s. d.		s. d.
1st six months' experience ..	54 0	Posterhangers or Billposters ..	154 0
2nd " " ..	62 6		
3rd " " ..	79 0		
4th " " ..	93 6		
5th " " ..	98 0		
6th " " ..	106 0		
<b>PROPORTION.</b>			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 154s. per week.			
<i>Improvers.</i>			
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 154s. per week.			

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

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





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No. 205]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### RETAIL DAIRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 904 of the 26th August, 1948, shall be replaced by the following clause:—

2.

Improvers.			Other Employees.						
WAGES.*			WAGES.*						
Per Week of 40 Hours.			Per Week of 40 Hours.						
Shift Workers.		All Others.	Shift Workers.			All Others.			
Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years..	..	66 3	Manager .. ..	171 0	2 0	173 0	163 6	2 0	165 6
16-17 years ..	..	78 3	Foreman .. ..	171 0	2 0	173 0	163 6	2 0	165 6
17-18 " ..	..	87 9	Operator of—						
18-19 " ..	112 3	99 9	Separator, pasteurizer, or	159 0	2 0	161 0	151 6	2 0	153 6
19-20 " ..	123 6	111 6	milk cooler .. ..	159 0	2 0	161 0	151 6	2 0	153 6
20-21 " ..	131 9	120 9	Washer or sterilizer of	158 0	2 0	160 0	150 6	2 0	152 6
			cans or bottles ..						
			All others .. ..						

PROPORTION (IN ANY PLACE).  
*Males.*  
One improver to every eight or fraction of eight workers receiving not less than 152s. 6d. per week of 40 hours.

\* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 7s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

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

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

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





[1503]



# VICTORIA GOVERNMENT GAZETTE.

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

No. 206]

THURSDAY, MARCH 9.

[1950

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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### ROAD PATROLMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 810 of the 8th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
All employees covered by this Determination .. .. .	9	6	0

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

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

No. 206.—1129/50.—PRICE 3d.

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[1950

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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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

**SAND PIT BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 141 of the 12th March, 1948, shall be replaced by the following clause:—

2.

WAGES.

Apprentices and Improvers.		Other Employees.	
Wages Per Week of 40 Hours.		Wages Per Week of 40 Hours.	
s. d.		s. d.	
Under 16 years of age .. ..	41 3	Leading hand in charge of four or more employees	145 0
" 17 " " .. ..	53 3	Powder monkey employed in sand pit .. ..	147 0
" 18 " " .. ..	65 3	Nozzleman .. ..	138 0
" 19 " " .. ..	77 9	Ploughman .. ..	138 0
" 20 " " .. ..	91 0	Tipman .. ..	138 0
" 21 " " .. ..	103 3	Scoopman .. ..	138 0
		Shoveller .. ..	138 0
		Shaft sinker .. ..	145 0
		Pneumatic pickman .. ..	143 0
		Jumperman .. ..	143 0
		Pickman .. ..	138 0
		Drivers—	
		One horse .. ..	137 0
		Two horses .. ..	140 0
		Three horses .. ..	143 0
		Motor vehicle having maker's capacity of—	
		25 cwt. or less .. ..	143 0
		Over 25 cwt., but not over 3 tons .. ..	147 0
		Over 3 tons, but under 6 tons .. ..	150 0
		All others .. ..	134 0

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

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





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## 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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 86 of the 16th February, 1949, shall be replaced by the following clause:—

										WAGES PER WEEK.			
										£	s.	d.	
2. (a)	Leading waterman	..	..	..	..	..	..	..	..	..	8	13	0
	Waterman	..	..	..	..	..	..	..	..	..	8	2	0
	Groundsman	..	..	..	..	..	..	..	..	..	8	2	0
										Maintenance Work.			
	Ganger (i.e., a man in charge of over six men)	..	..	..	..	..	..	..	..	..	8	13	0
	Leading hand (i.e., a man in charge of from three to six men)	..	..	..	..	..	..	..	..	..	8	7	0
	All others	..	..	..	..	..	..	..	..	..	7	13	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee in any of the above classifications is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 10s. per week or 2s. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 25s. per week or 5s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

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

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

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

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No. 209]

THURSDAY, MARCH 9.

[1950

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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

## SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 858 of the 30th September, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.										Wages per Week of 40 Hours.		
										s.	d.	
15 years of age or under	..	..	..	..	..	..	..	..	..	..	38	6
16 years of age	..	..	..	..	..	..	..	..	..	..	43	0
17 years of age	..	..	..	..	..	..	..	..	..	..	48	6
18 years of age	..	..	..	..	..	..	..	..	..	..	67	9
19 years of age	..	..	..	..	..	..	..	..	..	..	81	9
20 years of age	..	..	..	..	..	..	..	..	..	..	97	3

### PROPORTION (WITHIN ANY PLACE).

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

Other Employees.										Wages per Week of 40 Hours.			
										£	s.	d.	
<b>Raccourses—</b>													
Leading hand, i.e., a person in charge of three or more employees	..	..	..	..	..	..	..	..	..	..	8	14	0
Groundsman or maintenance employee	..	..	..	..	..	..	..	..	..	..	7	19	0
All others	..	..	..	..	..	..	..	..	..	..	7	14	0
<b>Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—</b>													
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	..	..	..	..	..	..	..	..	..	..	9	4	0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	..	..	..	..	..	..	..	..	..	..	8	9	0
Groundsman	..	..	..	..	..	..	..	..	..	..	7	14	0
All others	..	..	..	..	..	..	..	..	..	..	7	11	6
<b>Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—</b>													
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	..	..	..	..	..	..	..	..	..	..	9	4	0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	..	..	..	..	..	..	..	..	..	..	8	9	0
Groundsman or maintenance employee	..	..	..	..	..	..	..	..	..	..	7	19	0
All others	..	..	..	..	..	..	..	..	..	..	7	14	0

Any employee, other than a curator or assistant curator, required to take charge of 3 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

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

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







VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 210]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

**TAR AND BITUMEN BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 618 of the 29th July, 1949, shall be replaced by the following clause:—

2.

WAGE PER WEEK OF 40 HOURS.

Improvers.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).		Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).		Total Wage.
		s. d.	s. d.				s. d.	s. d.	
Under 19 years of age ..	109 3	4 6	113 9	113 9	Bitumen emulsion maker ..	161 6	4 6	166 0	166 0
19 years and under 20 years ..	129 0	4 6	133 6	133 6	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	161 6	4 6	166 0	166 0
20 years and under 21 years ..	139 0	4 6	143 6	143 6	Tar distiller and/or maker of pitch (T.I.C type of plant) ..	160 6	4 6	165 0	165 0
					Tar distiller and/or maker of pitch (other types of plants)	163 6	4 6	168 0	168 0
					Tar acid still attendant ..	163 6	4 6	168 0	168 0
					Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	161 6	4 6	166 0	166 0
					Pitch enamel maker (closed type of plant) ..	163 6	4 6	168 0	168 0
					Pitch enamel maker (open type of plant) ..	159 0	4 6	163 6	163 6
					All others ..	For rate see clause 8 (d)			

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

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

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

No. 210.—1136/50.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 211]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 880 of the 28th October, 1949, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
Age.	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 17 years .. .. .	66 0	66 0	66 0	66 0	
17 years and under 18 years .. .. .	89 3	78 0	89 3	78 0	
18 " " 19 " " .. .. .	111 9	90 0			
19 " " 20 " " .. .. .	133 9	100 3			
20 " " 21 " " .. .. .	152 6	111 9			
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 192s. per week of 40 hours.</p> <p><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 192s. per week of 40 hours.</p> <p><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 126s. 3d. per week of 40 hours.</p>			<p><i>Definition of Juvenile Workers.</i></p> <p>Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—</p> <p>(a) picking out or selecting.</p> <p>(b) making in the raw state.</p> <p>(c) twisting in the dry state.</p>		<p>Males.</p> <p>Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes .. .. . 201 0</p> <p>All others .. .. . 192 0</p> <p>Females.</p> <p>All adults .. .. . 126 3</p>
			<p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>Six juvenile workers to each worker receiving not less than 192s. per week of 40 hours.</p> <p><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 126s. 3d. per week of 40 hours.</p>		

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

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

No. 211.—1140/50.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 212]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

#### (Abrasives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 849 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>Females.</i>		<i>Abrasive Paper or Cloth.</i>			
	<i>s. d.</i>		<i>s. d.</i>	<i>Males.</i>		<i>Females.</i>	
1st year's experience	.. 29 6	1st six months' experience	23 3	Machine operators	.. ..	.. 143 0	
2nd " "	.. 41 6	2nd " "	29 6	All others	.. ..	.. 137 0	
3rd " "	.. 56 9	3rd " "	34 3				
4th " "	.. 76 3	4th " "	40 9				
5th " "	.. 97 6	5th " "	45 9				
6th " "	.. 112 6	6th " "	51 9				
7th " "	.. 120 6	7th " "	57 0				
		8th " "	64 9	All adults	.. ..	.. 76 9	
				<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>			
						<i>s. d.</i>	
				Head burners	.. ..	.. 147 0	
				Other burners	.. ..	.. 143 0	
				Surfacers of abrasive articles	.. ..	.. 140 0	
				All others	.. ..	.. 137 0	

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.

##### (a) Abrasive Paper or Cloth.

One improver to each person of the same sex receiving not less than the minimum wage.

##### (b) Abrasive Articles (other than Abrasive Paper or Cloth).

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 213]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 848 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.												
			Commencing Age.												
			Experience.												
			15 years or under.		16 years.		17 years.		18 years.		19 years.		20 years.		
			<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		
1st year's experience..	<i>s.</i>	<i>d.</i>	29	3											
2nd " " ..			41	6											
3rd " " ..			56	9											
4th " " ..			76	6											
5th " " ..			97	6											
6th " " ..			112	6											
7th " " ..			120	3											
			1st year ..	25	3	29	6	32	6	39	0	48	3	56	9
			2nd " ..	37	3	41	0	45	6	56	9	62	0	..	..
			3rd " ..	48	3	52	9	57	9	73	6	..	..	..	..
			4th " ..	61	3	66	0	73	6	..	..	..	..	..	..
			5th " ..	73	6	73	6	..	..	..	..	..	..	..	..

and thereafter the rate prescribed for adults.

PROPORTION.

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

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







VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 214]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY H. BEERS,  
Secretary for Labour.

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 847 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>s. d.</i>	<i>Males.</i>			
Under 17 years of age	..	..	31 3	Oven hands	..	..	141 0
17 years of age	..	..	46 9	Machine attendants	..	..	141 0
18 years of age	..	..	62 6	All others of 3 months' or more experience	..	..	137 0
19 years of age	..	..	84 6	All others of less than 3 months' experience	..	..	134 0
20 years of age	..	..	102 6	<i>Females.</i>			
<i>Proportion (in any place).</i>				All adults	..	..	76 9
One improver to every three adult employees.							

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 215]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 844 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.	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience .. ..	29 6	1st six months' experience ..	23 3				
2nd " " .. ..	42 3	2nd " " .. ..	29 6				
3rd " " .. ..	56 9	3rd " " .. ..	34 3				
4th " " .. ..	76 3	4th " " .. ..	40 9				
5th " " .. ..	97 6	5th " " .. ..	45 9				
6th " " .. ..	112 6	6th " " .. ..	51 9	Males .. ..	137 0		
7th " " .. ..	120 6	7th " " .. ..	57 0	Females .. ..	76 9		
		8th " " .. ..	64 9				

and thereafter the rate prescribed for adults.

#### 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.

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

No. 215.—1154/50.—PRICE 3d.





VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 216]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

**GENERAL BOARD.**

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 843 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.	(b) Other Employees.																														
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 10%;"><i>s.</i></td> <td style="text-align: right; width: 10%;"><i>d.</i></td> </tr> <tr> <td>Under 16 years of age .. .. .</td> <td style="text-align: right;">31</td> <td style="text-align: right;">6</td> </tr> <tr> <td>16 years of age and under 17 years .. .. .</td> <td style="text-align: right;">46</td> <td style="text-align: right;">3</td> </tr> <tr> <td>17 years of age and under 18 years .. .. .</td> <td style="text-align: right;">81</td> <td style="text-align: right;">0</td> </tr> <tr> <td>18 years of age and under 19 years .. .. .</td> <td style="text-align: right;">102</td> <td style="text-align: right;">6</td> </tr> <tr> <td>19 years of age and under 21 years .. .. .</td> <td style="text-align: right;">123</td> <td style="text-align: right;">3</td> </tr> </table> <p style="text-align: center;">PROPORTION (in any place.)</p> <p>One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.</p>		<i>s.</i>	<i>d.</i>	Under 16 years of age .. .. .	31	6	16 years of age and under 17 years .. .. .	46	3	17 years of age and under 18 years .. .. .	81	0	18 years of age and under 19 years .. .. .	102	6	19 years of age and under 21 years .. .. .	123	3	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 10%;"><i>s.</i></td> <td style="text-align: right; width: 10%;"><i>d.</i></td> </tr> <tr> <td>Forsman in charge .. .. .</td> <td style="text-align: right;">163</td> <td style="text-align: right;">0</td> </tr> <tr> <td>(i) All others of three months' or more experience</td> <td style="text-align: right;">148</td> <td style="text-align: right;">0</td> </tr> <tr> <td>(ii) All others of less than three months' experience</td> <td style="text-align: right;">137</td> <td style="text-align: right;">0</td> </tr> </table>		<i>s.</i>	<i>d.</i>	Forsman in charge .. .. .	163	0	(i) All others of three months' or more experience	148	0	(ii) All others of less than three months' experience	137	0
	<i>s.</i>	<i>d.</i>																													
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19 years of age and under 21 years .. .. .	123	3																													
	<i>s.</i>	<i>d.</i>																													
Forsman in charge .. .. .	163	0																													
(i) All others of three months' or more experience	148	0																													
(ii) All others of less than three months' experience	137	0																													

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 217]

THURSDAY, MARCH 9.

[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  
28th day of February, 1950

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Toys Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 831 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.		s. d.	s. d.
1st year's experience ..	29 6	1st six months' experience ..	23 3	Designers .. ..	157 0
2nd " " .. ..	41 3	2nd " " .. ..	29 6	Cutters-out .. ..	144 0
3rd " " .. ..	56 9	3rd " " .. ..	34 3	Fillers and/or stuffers ..	141 0
4th " " .. ..	76 3	4th " " .. ..	40 9	All others .. ..	137 0
5th " " .. ..	97 6	5th " " .. ..	45 6		
6th " " .. ..	112 3	6th " " .. ..	51 9		
7th " " .. ..	120 6	7th " " .. ..	57 3		
		8th " " .. ..	64 9		
		9th " " .. ..	69 9		
		10th " " .. ..	75 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.

- (a) Where no adult male is employed—one male improver.  
(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

##### Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

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

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







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 218]

TUESDAY, MARCH 14.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE CEMENT ARTICLES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.  
 IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(a) APPRENTICES AND IMPROVERS.				(b) OTHER EMPLOYEES.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	42 6	0 9	43 3	Group No. 1.			
" 17 " " " ..	56 9	1 0	57 9	Moulder on centrifugal or vibrator pipe machines .. .. .	158 0	3 0	161 0
" 18 " " " ..	71 3	1 6	72 9	Group No. 2.			
" 19 " " " ..	89 3	1 9	91 0	Man operating a machine mixing cement or concrete .. .. .	154 0	3 0	157 0
" 20 " " " ..	103 3	2 0	105 3	Other moulder of cement or concrete articles, including operator of any machines not elsewhere included ..	154 0	3 0	157 0
" 21 " " " ..	119 0	2 3	121 3	Repairer or renderer of cement or concrete articles .. .. .	154 0	3 0	157 0
				Operator of machine making concrete or cinder-concrete blocks or bricks	154 0	3 0	157 0
				Crusher feeder or attendant where bricks are crushed .. .. .	154 0	3 0	157 0
				Hand Vibrator Attendant .. .. .	151 0	3 0	157 0
				Group No. 3.			
				Tile or ridge maker and the taker off of same .. .. .	151 0	3 0	154 0
				Other mixer of cement or concrete ..	151 0	3 0	154 0
				Mould assembler .. .. .	151 0	3 0	154 0
				Operator of cement sprayer .. .. .	151 0	3 0	154 0
				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	151 0	3 0	154 0
				Stripper .. .. .	151 0	3 0	154 0
				Pipe tester (i.e., person operating a pump or pressure apparatus) ..	151 0	3 0	154 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine .. .. .	151 0	3 0	154 0
				Where the load carried per man is of a greater average weight than 70 lb. —			
				(a) Lumper of cement or concrete articles (in and out of tanks) ..	151 0	3 0	154 0
				(b) Loader, unloader, or stacker (by hand) of cement or concrete articles .. .. .	151 0	3 0	154 0
				Trucker or stacker of concrete or cinder-concrete blocks or bricks ..	151 0	3 0	154 0
				Person fabricating or preparing reinforcements for portable concrete products .. .. .	151 0	3 0	154 0
				Group No. 4.			
				All others .. .. .	146 0	3 0	149 0

PROPORTION (in any Factory or Place).

### Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 149s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

### Improvers.

#### Cement Tilemakers' Section.

Three improvers to four workers .. .. .	}	Receiving not less than 149s. per week of 40 hours.
Four improvers to five or six workers .. .. .		
Five improvers to seven workers .. .. .		
Six improvers to eight workers, and thereafter one improver to every two workers ..		

#### All Other Sections.

One improver to every three or fraction of three workers receiving not less than 149s. per week of 40 hours.

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

NOTE.—"Renderer" means a skilled employee facing concrete articles with float and trowel.

ALLOWANCES.

3. The following allowances in addition to the rates provided in clause 2 (b) shall be paid :—

- (a) Lumpers of cement or concrete articles (in and out of tanks) 3d. per hour in respect of such time actually spent in tanks containing water.
- (b) For work done away from the employer's place of business—
  - (i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.
  - (ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night and the employer does not provide board and lodging, 10s. per day extra for the first seven days, and thereafter 45s. per week extra.
- (c) A "Leading hand" is one who is directed to control, supervise, and take responsibility for the work performed by two or more employees.  
He shall, for the time so engaged, be paid the rate prescribed for the highest class of work so supervised with the following additions :—
  - (i) where the number of such employees does not exceed five, 9d. a day ;
  - (ii) where the number of such employees exceeds five, 1s. 6d. a day.
- (d) Boot allowance—  
Persons operating mixers and/or pipe spinning machines, strippers, assemblers, oilers, and/or moulders of concrete products, 1s. 9d. per week.

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
4. 7 a.m. . . . .	5 p.m. on five days of the week, Monday to Friday inclusive, with a minimum of 45 minutes for lunch.

OVERTIME.

5. The following rates shall be paid for all work done, except where shifts are worked :—

- (a) In excess of 8 hours on any day Monday to Friday . . . . .
  - (b) On Saturday . . . . .
- Time and a half for the first two hours' work in any one day and thereafter double time in that day.

Time and a half for the first four hours' work and thereafter double time in that day.

SHIFTS.

6. Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 3d. an hour in addition to above rates.  
A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in clause 5.

MIXED FUNCTIONS.

7. An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

SPECIAL RATES.

8. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

CONTRACT OF EMPLOYMENT.

- 9. *Weekly Employment.*—(a) Except as hereinafter provided employment shall be by the week.
- (b) Employment shall be terminated by two clear days' notice on either side given at any time during the week or by the payment or forfeiture of two days' wages as the case may be. This shall not affect the right of the employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
- (c) An employee not attending for duty shall except as provided by clause 10 of this Determination lose his pay for the actual time of such non-attendance.  
Any employer may require any employee to work reasonable overtime at overtime rates and the employee shall work such overtime in accordance with such requirement.
- (d) To obtain the benefit of weekly employment an employee must be ready, available, and willing to work on the days, and during the hours prescribed for an ordinary day's work less only prescribed or agreed upon remissions. *Pro rata* reductions of pay may be made for unauthorized omissions.
- (e) An employee until he has had two weeks of continuous employment may be employed as a casual at a rate per hour of  $\frac{1}{40}$  of the appropriate rate prescribed for a weekly employee.

SICK LEAVE.

- 10. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations :—
  - (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation.
  - (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness, and the estimated duration of the absence.
  - (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
  - (iv) He shall not be entitled in his first year of service with any employer to sick leave in excess of 3½ hours of working time for each completed month of service.
  - (v) He shall not be entitled in any subsequent year to leave in excess of 40 hours of working time.
- (b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

HOLIDAYS.

11. All employees shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day King's Birthday, Christmas Day, and Boxing Day.

Should the 25th December, in any year occur on a Saturday or a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January, in any year occur on a Saturday or a Sunday the following Monday shall be deemed to be New Year's Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

ANNUAL HOLIDAY.

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

TEA MONEY.

13. An allowance of 2s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

TOOLS, SPECIAL BOOTS, OVERALLS, ETC.

14. The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots or waders.

Where a man's place of work is outside the factory buildings and he is required to carry on such work in the rain, his employer shall furnish him with a waterproof overcoat whilst so employed.

An employee required to wear overalls or protective clothing in connexion with his work shall be paid the sum of 1s. 6d. per week whilst he is required to do so.

PAYMENT OF WAGES.

15. Wages shall be paid during working hours.

HEALTH PROVISIONS.

16. The employer shall provide and maintain in a satisfactory state—

- (a) proper latrine services;
- (b) suitable change house accommodation with provision for drying clothes;
- (c) suitable accommodation for employees to have their meals and, where the number of employees exceeds twenty, such accommodation shall be partitioned off or otherwise separated from the change house.

REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—The first of five minutes to be allowed between the hours of 9.30 a.m. and 10 a.m., and the second of five minutes to be allowed between the hours of 2.30 p.m. and 3 p.m., or at such other times as may be agreed upon between the employer and the majority of the employees concerned. Such intervals are to be counted as time worked.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 20. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Victoria .. .. .	£ s. d. 6 8 0	s. d. 6 0	£ s. d. 6 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 19.

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

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1950.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 219]

TUESDAY, MARCH 14.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE DENTAL MECHANICS BOARD.

This Determination since the 2nd July, 1946, has applied to the whole of the State of Victoria.

[N accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 30th August, 1938, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of—

- (a) a dentist's surgical assistant granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act 1928*;
- (b) a dentist's mechanic;
- (c) making any article to be fitted in a human mouth;
- (d) a dentist's attendant."

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in December, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES PER WEEK OF 40 HOURS.

2. The rates prescribed in columns lettered "A" are payable until the beginning of the first pay period to commence in February, 1950. Thereafter the rates prescribed in columns lettered "B" shall be paid.

• Dentist's Mechanic. (Apprentices.)	Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.	Minimum Wage.	
	"A" <i>s. d.</i>	"B" <i>s. d.</i>		"A" <i>s. d.</i>	"B" <i>s. d.</i>
1st year .. 40 0	41 0	49 6	51 0	Dentist's Surgical Assistant .. 262 0	266 0
2nd year .. 54 6	55 6	69 0	71 0	Dentist's Mechanic .. 195 0	199 0
3rd year .. 72 0	73 6	90 6	93 6	Dentist's Attendant .. 117 0	121 0
4th year .. 112 6	115 0				
5th year .. 140 6	143 6				
6th year .. 158 0	162 0				

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

\*NOTE.—Clause 3. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

#### APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

#### IMPROVERS.

(Dentists' Attendants.)

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

## SPECIAL CONDITIONS REGARDING THE EMPLOYMENT OF JUNIORS.

3. (a) The Board has determined that on and after the 28th September, 1945, no junior shall be employed at the Dental Mechanics' Section of the trade except under terms of apprenticeship.

(b) Juniors shall be apprenticed as from the date of commencing work with an employer, but the first six months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

## TIMES OF BEGINNING AND ENDING WORK.

## (i) Dental Mechanics.

4. The ordinary hours of work shall be between the following times of beginning and ending work :—  
8 a.m. .. .. 6 p.m. on Monday to Friday (inclusive).

## (ii) Attendants.

Time of Beginning. Time of Ending.  
8.30 a.m. .. .. Noon on Saturday.  
8.30 a.m. .. .. 6 p.m. on the other working days of the week.

## (iii) All Others.

(a) Where a five and a half day week is worked—

Time of Beginning. Time of Ending.  
9 a.m. .. .. 12 noon on the day on which the half-holiday is observed.  
9 a.m. .. .. 5.30 p.m. on the other working days of the week.

(b) Where a five-day week (Monday to Friday inclusive) is worked—

Time of Beginning. Time of Ending.  
8.30 a.m. .. .. 6 p.m.

## HOURS.

5. The ordinary hours for a week's work shall be 40.

## MEAL BREAK.

6. A meal break of not less than 42 nor more than 60 minutes shall be allowed daily to each employee (Saturday excepted).

## OVERTIME.

7. (a) No employee shall be required to work more than two hours' overtime in any one week outside the hours of beginning and ending work without his or her consent.

(b) No employee under the age of sixteen years shall be employed working overtime.

(c) The following rate shall be paid for all work done :—

(i) Outside the hours fixed in clause 4 .. .. . Time and a half.  
(ii) Within the hours fixed in clause 4 in excess of the number of hours as fixed for a week's work

## MEAL MONEY.

8. All employees who work overtime—

(a) in excess of three hours on the day on which the half-holiday is observed, or

(b) in excess of one hour on any other working day of the week,

shall be paid 3s. 6d. meal money in addition to overtime rates.

## SUNDAYS AND HOLIDAYS.

9. (a) Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Show Day (Metropolitan District only), Melbourne Cup Day (Metropolitan District only), Christmas Day and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) All weekly wage employees shall be granted the holidays mentioned in sub-clause (a) without deduction of pay.

## EMPLOYMENT FOR LESS THAN FULL WEEK.

10. (a) Casual employees (i.e., persons employed during any week for not more than half the hours fixed for an ordinary week's work) shall be paid—

(i) in any week in which two or more public holidays occur .. .. . Time and a half.  
(ii) in any other week .. .. . Time and a quarter.

(b) Persons who are employed during any week for more than one-half the ordinary number of hours fixed in this Determination as a week's work, but for less than 40 hours shall (subject to clause 17) be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(c) Notwithstanding anything contained in sub-clauses (a) and (b) hereof, for any employee whose hours have been reduced to twenty or less in any week in consequence of any stoppage of work due to circumstances outside the control of the employer, the penal rates prescribed in sub-clause (a) hereof shall not operate, and such an employee need be paid only *pro rata* based on the ordinary rate prescribed for a week of 40 hours.

## TERMINATION OF EMPLOYMENT.

11. (a) Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

(b) Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs the employee shall be paid for such holiday or holidays prescribed by the Determination provided that such employee has been employed by the employer for a period of at least four weeks prior to the termination of employment.

## PAY DAY.

12. All earnings shall be paid not later than Thursday of each week.

## ANNUAL HOLIDAY.

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

## SICK LEAVE.

14. (a) Any employee not attending for duty who has had not less than three months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause service prior to the 1st January, 1945, shall not be taken into account.

## REFERENCE.

15. When any employee is dismissed or leaves his employment he shall be entitled to a reference stating his period of service.

## REST PERIOD.

16. When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females, apprentices and improvers for refreshment. The interval shall be as part of the time of duty without deduction of pay.

## MIXED FUNCTIONS.

17. Any employee (other than a casual employee) who is engaged in any week for more than twenty hours at work in a higher class than he or she is ordinarily employed to perform shall, for all work performed during such week, be paid at the rate fixed for the higher class of work; but, if an employee is so engaged at work in a higher class for less than twenty hours in any week, he or she shall be paid *pro rata* according to the rates fixed in this Determination for the work actually performed.

## LAUNDERING ALLOWANCE.

18. Where any Surgical Assistant or Female Dentist's Attendant is required by the employer to wear a washable uniform, the laundering of same shall be done at the expense of the employer, or an allowance as prescribed hereunder shall be paid to the employee concerned:—

Surgical Assistant	..	..	..	..	3s. 6d. per week.
Female Dentist's Attendant	j	..	..	..	3s. 6d. per week.

## DEFINITIONS.

19. (a) Dentist's Surgical Assistant: One who is granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act* 1928 and who practises dental surgery under the supervision of a dentist.

(b) Dentist's Mechanic: One who is making any article to be fitted in a human mouth.

(c) Dentist's Attendant: A female who waits on a dentist or dentist's assistant and who does not make, repair, or alter any article to be fitted in a human mouth.

## PERIODICAL ADJUSTMENT OF WAGES.

20. The male adult wages rates and the rate for a Dentist's Mechanic (Apprentice) 6th year set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 21. The rates of Dentist's Attendant (adult and junior) shall be automatically increased or decreased proportionally (to nearest 6d.) to the increase in such basic wage rates. The rates of other apprentices (Dentist's Mechanic) shall accord from time to time with those prescribed for like apprentices by the Apprenticeship Commission.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	6 8 0	6 0	6 14 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 20.

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

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

J. W. RYAN, Secretary.

Melbourne, 1st February, 1950.







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 220]

TUESDAY, MARCH 14.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE SALTWORKERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the determination of any Wages Board heretofore appointed) employed in the process, trade, business or occupation of—

(a) producing, gathering, extracting, manufacturing, treating or refining salt;  
(b) extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products”—has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st February, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

### WAGES.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).
MALES.	MALES.	MALES.
Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
s. d.	s. d.	s. d.
14 years of age .. 37 0	14 years of age .. 37 0	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— Foreman—i.e., one who has the control of more than six men .. .. . 168 6 Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men .. .. . 161 0 Truckman or brakeman— (a) Power trucks .. .. . 160 0 (b) Horse trucks or wagons .. .. . 155 0 Operator of mechanical salt excavator .. .. . 173 0 Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith .. .. . 162 6 Plate layer in charge of the laying down and/or repairing of permanent line .. .. . 161 0 Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building .. .. . 166 0 Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building .. .. . 161 0 Salt loaders from stacks .. .. . 158 0 Employees in charge of movement of sea water and engaged in preparation of brine .. .. . 158 0 Thatcher of salt stacks .. .. . 158 0 Stack builder, where mechanical stackers are used .. .. . 158 0 All others .. .. . 155 0
15 " " .. 48 0	15 " " .. 48 0	
16 " " .. 59 0	16 " " .. 59 0	
17 " " .. 75 0	17 " " .. 75 0	
18 " " .. 94 0	18 " " .. 94 0	
19 " " .. 115 6	19 " " .. 115 6	
20 " " .. 135 6	20 " " .. 135 6	
FEMALES.	FEMALES.	
Per Week of 40 Hours.	Per Week of 40 Hours.	
s. d.	s. d.	
16 years of age .. 33 0	16 years of age .. 33 0	
17 " " .. 37 0	17 " " .. 37 0	
18 " " .. 46 6	18 " " .. 46 6	
19 " " .. 55 6	19 " " .. 55 6	
20 " " .. 67 6	20 " " .. 67 6	
<b>PROPORTION (in any place).</b>	<b>Definition.—</b> A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		
One improver to each worker receiving not less than the minimum wage.		

WAGES—continued.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
MALES.	MALES.	MALES.	
Per Week of 40 Hours.	Per Week of 40 Hours.	—	Per Week of 40 Hours.
		<i>Shed and Factory Hands.</i>	
		Persons employed treating, crushing, or refining salt :—	
			s. d.
		Shed hand in charge of seven or more men .. ..	168 0
		Shed hand in charge of six or less men .. ..	161 0
		Shed hand who is required to stack .. ..	155 0
		Shift Foreman—	
		In charge of a wet and dry plant .. ..	176 0
		In charge of a dry plant .. ..	168 0
		In charge of a wet plant .. ..	168 0
		Millwrights .. ..	168 0
		Hydro Operator .. ..	158 6
		Tutosal Operator, i.e., an employee responsible for mixing .. ..	153 6
		All Others .. ..	152 0
		<i>By-products Section.</i>	
		Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products .. ..	162 6
		Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products .. ..	161 0
		All others .. ..	155 0
		FEMALES.	
		All Adults .. ..	91 0

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 7½ per cent. for afternoon shift workers and 10 per cent. for night shift workers.

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof, the following special rates and allowances shall be paid to employees, including apprentices, improvers, and juvenile workers :—

*Confined Spaces.*

(a) Working in confined space 3d. per hour extra.

*Hot Places.*

(b) 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 temperature exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

*Employee within Call.*

(c) When work is being performed under sub-clauses (a) and (b) hereof, another person shall always be within call.

*Special Rates not Cumulative.*

(d) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

TIMES OF BEGINNING AND ENDING WORK.

4. (a) When day shift only is worked—

	Where a 5½ day week is worked.			
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday (inclusive) .. ..	7.30 a.m.	6 p.m.	7.30 a.m.	6 p.m.
Saturday .. ..	7.30 a.m.	12 noon.		

The above-mentioned times of beginning and ending work may be varied on any job by mutual consent of the employer and a majority of the employees.

(b) Shift workers—

(i) *Where Two Shifts are Worked.*—An employer may require two shifts a day to be worked provided that the time of beginning the first shift shall be not earlier than 7 a.m. and that the time of ending the second shift shall be not later than 2 a.m. on the following morning, and also provided that the ordinary spread of hours of each shift shall not exceed eight hours forty-eight minutes.

(ii) *Where three shifts are worked—*

	Time of Beginning.	Time of Ending.
First shift .. ..	8 a.m.	4 p.m.
Second shift .. ..	4 p.m.	12 midnight
Third shift .. ..	12 midnight	8 a.m.

(iii) Provided that the times of beginning and ending shifts stated in this sub-clause may be varied by agreement between an employer and his employees.

HOURS FOR A WEEK'S WORK.

5. The hours for an ordinary week's work for all employees shall be 40 hours per week provided that when employees are required for essential cleaning purposes, or for maintenance of plant, these hours may be varied in such manner that not more than 80 hours are worked in any two consecutive weeks, with a maximum of 44 hours in any one week and provided further that the hours of shift workers may be fixed by agreement between an employer and an employee so that an average of 40 hours of ordinary working time may be worked in three consecutive weeks subject to 44 hours of ordinary working time being the maximum in any one week.

OVERTIME.

6. Except as provided in sub-clause (c) overtime shall be payable as follows :—

(a) Any employee who works in excess of the maximum number of hours fixed for a week's work shall be paid for such work at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

- (b) Any employee who works outside the hours fixed in clause 4 shall be paid for such work at the rate of time and a half for the first four hours and thereafter at the rate of double time.
- (c) The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.
- (d) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

#### EMPLOYEE REPORTING FOR WORK AND NOT ALLOWED TO START.

7. An employee who reports for work and is not allowed to start shall be paid for two hours' work. Provided that this clause shall not operate if a stoppage of work has taken place through some cause over which the employer has no control.

#### EMPLOYEE WORKING IN WET PLACES.

8. (a) Any employee who is required to work in water, brine slurry or mud exceeding two inches in depth shall be provided with gum boots or shall receive an allowance of 2s. per day for each day he is so required to work.
- (b) Unless oilskins and gum boots are provided for men required to work in rain double time shall be paid for work done in such rain. Provided that this sub-clause shall not apply to salt loaders from stacks.

#### HOLIDAYS.

9. (a) Weekly employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall apply only to the day so substituted.
- (b) When an employee fails without reasonable cause, proof whereof shall be upon him, to attend for work on the working day immediately following or immediately prior to any of the holidays prescribed in sub-clause (a) hereof, he shall not be entitled to be paid for such holiday.

#### SPECIAL RATE FOR WORK DONE ON SUNDAYS AND HOLIDAYS.

10. Double time shall be payable for all work done on Sundays or on any of the days mentioned in clause 9 (a) except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to the work of installing new machinery.

#### TERMS OF ENGAGEMENT.

11. (i) An employer shall have the option of engaging any employee either by the week or casually.
- (ii) (a) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminated by a week's notice on either side, given at any time during the week, or by payment or forfeiture of a week's wages in lieu thereof, as the case may be: Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.
- (b) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- (c) 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 weekly rate prescribed by this Determination for the work which he performs, plus three pence per hour.
- (d) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

#### ANNUAL HOLIDAYS.

12. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

#### SICK LEAVE.

13. (a) A weekly employee who is absent from work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence with pay, subject to the following conditions and limitations.
- (i) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned as a weekly employee for at least six months immediately prior to such absence;
- (ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation;
- (iii) He shall, within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the illness or injury and the estimated duration of the absence;
- (iv) He shall produce to the employer a medical certificate or other reasonable evidence justifying the absence;
- (v) He shall not be entitled in any year of service to paid leave of absence in excess of 40 hours of working time.
- For the purposes of this sub-clause a year of service shall be deemed to commence from the date of engagement.
- (b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to the 4th October, 1946, shall be disregarded.

#### MIXED DUTIES.

14. An employee who is required to do work for which a higher rate is fixed than that provided for his ordinary duties shall if such work exceeds a total of two hours on any day be entitled to be paid for all work done on such day at the higher rate.

#### TOOLS.

15. The employer shall provide an employee with all tools necessary for the work to be done.

#### PAYMENT OF WAGES.

16. Wages shall be paid weekly during an employee's ordinary working hours, and such payment shall be made on Tuesday, except at Laverton when it shall be not later than Wednesday.

**CRIB TIME.**

17. An employee on shift work shall be allowed a crib time during each shift. For the purpose of administering this clause crib time shall be deemed to mean time taken for a meal at suitable opportunities in a shift so as not to interfere with an employee's duties.

**MEAL ALLOWANCE.**

18. An employee required to work overtime for more than two hours without being notified the day before that he will be so required shall either be supplied with a meal by the employer or paid 2s. Provided that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked, he shall be entitled to the meal allowance herein provided.

**RIGHT OF ENTRY OF UNION OFFICIAL.**

19. Provided he reports to the works manager before so doing a duly accredited representative of the Australian Workers Union not more often than once a fortnight shall have the right to enter during the midday meal hour the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods the employer may refuse the right of entry.

**PROTECTIVE CLOTHING.**

20. Suitable protective clothing shall be provided for employees when working on boiling vats.

**SHELTERS.**

21. Suitable shelters shall be provided for all employees within reasonable distances from places of work.

**EMPLOYEE RECALLED TO WORK.**

22. Any employee who having ceased work for the day is recalled to work shall be paid for a minimum of two hours' work at the rate of time and a half.

**FIRST AID KIT.**

23. A first-aid kit shall be provided and kept in good order on all works and shall contain the following articles :—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolized .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

**PROVISION OF DRINKING FACILITIES.**

24. Water bags and good drinking water shall be provided on all jobs.

**TRAVELLING ALLOWANCE.**

25. When an employee is required by the employer to work away from his usual place of employment and cannot return nightly to his usual place of residence he shall be provided with free board and lodging or paid an additional amount at the rate of 45s. per week and all fares necessarily incurred in travelling to the temporary place of employment and on returning to his usual place of residence at the termination of the work.

Time occupied in travelling to and from the temporary place of work shall be paid for at ordinary rates of pay.

**PIECEWORK.**

26. The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

**PERIODICAL ADJUSTMENT OF WAGES.**

27. The wages rates set out in clause 2 are based upon the following basic wage rates and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 28. Provided that the wages of apprentices improvers, juvenile workers, and adult female employees shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest sixpence, half or less than half of sixpence to be disregarded.

**Basic Wage.**

Place.	Needs Basic Wage (Adjustable.)	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 6 8 0	s. d. 6 0	£ s. d. 6 14 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amount of the basic wage shall be as prescribed in clause 27.

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

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th February, 1950.





VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 221]

TUESDAY, MARCH 14.

[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  
10th day of March, 1950

RAY. H. BEERS,  
Secretary for Labour.

**AGRICULTURAL IMPLEMENTS BOARD.**

Clauses 2, 5, and 6 of the Determination published in *Government Gazette* No. 45 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

	Wages per Week of 40 hours.	
	Within 20 miles of G.P.O., Melbourne. Within 19 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
<b>DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.</b>		
(a) <i>Assembly, Fitting and Process Working.</i>		
Assembler .. .. .	7 18 0	7 15 0
Assembler after two years' experience .. .. .	8 2 0	7 19 0
Carpenter on agricultural implement making (including tool allowance) .. .. .	8 14 0	8 11 0
Dismantler .. .. .	7 17 0	7 14 0
Implement and/or comb fitter .. .. .	8 6 0	8 3 0
Implement and/or comb fitter after two years' experience .. .. .	8 11 0	8 8 0
Pattern fitter and finisher .. .. .	8 11 0	8 8 0
Pattern fitter and finisher required to do machining .. .. .	9 6 0	9 3 0
Plough fitter .. .. .	8 4 0	8 1 0
Process worker .. .. .	7 16 0	7 13 0
Wheel rimmer .. .. .	8 6 0	8 3 0
Windmill erector .. .. .	8 6 0	8 3 0
Windmill maker other than fitter .. .. .	8 5 0	8 2 0

	Wages per Week of 40 hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrambbool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION— <i>continued.</i>		
(b) <i>Blacksmithing, &amp;c.</i>		
Blacksmith's striker .. .. .	7 17 0	7 14 0
Blacksmith's striker on double fires .. .. .	7 19 0	7 16 0
Bulldozer operator .. .. .	8 3 0	8 0 0
Hammer driver .. .. .	7 19 0	7 16 0
Heater .. .. .	7 17 0	7 14 0
Implement smith of five years' experience able to do all classes of implement work .. .. .	8 14 0	8 11 0
Other smith (including iron bender) .. .. .	8 11 0	8 8 0
(c) <i>Dressing, Grinding, and Pickling.</i>		
Chipper .. .. .	7 17 0	7 14 0
Dresser and fettler .. .. .	7 19 0	7 16 0
Emery-wheel attendant .. .. .	7 19 0	7 16 0
Grinder .. .. .	7 19 0	7 16 0
Grinder using portable machine .. .. .	8 1 0	7 18 0
Pickler .. .. .	7 14 0	7 11 0
Shot and sand blast dresser .. .. .	8 1 0	7 18 0
(d) <i>Furnacemen.</i>		
Cupola .. .. .	8 6 0	8 3 0
Electric .. .. .	8 5 0	8 2 0
All other furnaces (not including small rivet or bolt heating) .. .. .	8 3 0	8 0 0
Small rivet or bolt heating .. .. .	7 19 0	7 16 0
Assistant .. .. .	7 17 0	7 14 0
(e) <i>Foundry.</i>		
Jobbing moulder and/or coremaker .. .. .	9 6 0	9 3 0
Loose pattern moulder .. .. .	8 16 0	8 13 0
Plate and machine moulder and/or coremaker .. .. .	8 8 0	8 5 0
Cupola furnaceman .. .. .	8 11 0	8 8 0
Electric furnaceman .. .. .	8 10 0	8 7 0
All other furnacemen .. .. .	8 8 0	8 5 0
Assistant furnacemen .. .. .	8 2 0	7 19 0
Dressers and fettlers .. .. .	8 4 0	8 1 0
Grinders .. .. .	8 4 0	8 1 0
Grinders using portable machine .. .. .	8 6 0	8 3 0
Shot and sand blast dressers .. .. .	8 6 0	8 3 0
(f) <i>Inspection, &amp;c.</i>		
Checker .. .. .	7 19 0	7 16 0
Inspector .. .. .	7 19 0	7 16 0
(g) <i>Machinists.</i>		
1st class .. .. .	9 6 0	9 3 0
2nd class .. .. .	8 11 0	8 8 0
3rd class .. .. .	8 2 0	7 19 0
Driller .. .. .	7 19 0	7 16 0
Process worker .. .. .	7 16 0	7 13 0
(h) <i>Painting, &amp;c.</i>		
Dipper .. .. .	7 14 0	7 11 0
Painter (brush hand) .. .. .	7 17 0	7 14 0
Paint mixer .. .. .	7 14 0	7 11 0
Spray painter .. .. .	7 18 0	7 15 0
Writer and liner .. .. .	8 6 0	8 3 0
(i) <i>Sheet Metal.</i>		
Sheet Metal Workers—1st class .. .. .	9 6 0	9 3 0
Sheet Metal Workers—2nd class .. .. .	8 11 0	8 8 0
(j) <i>Stores.</i>		
Attendant at casting stores .. .. .	7 14 0	7 11 0
Storeman and/or packer .. .. .	7 17 0	7 14 0
(k) <i>Welders.</i>		
1st class .. .. .	9 10 6	9 7 6
2nd class .. .. .	8 2 0	7 19 0
3rd class .. .. .	7 18 0	7 15 0
Tack welder .. .. .	8 0 0	7 17 0
(l) <i>Wire Workers.</i>		
Wire drawer .. .. .	7 17 0	7 14 0
Wire weaver .. .. .	7 17 0	7 14 0



	Wages per Week of 40 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
<b>DIVISION II.—ELECTRICAL.</b>		
Electrical mechanic .. .. .	9 6 0	9 3 0
Shift electrician .. .. .	9 6 0	9 3 0
Tradesman, electrical fitter .. .. .	9 6 0	9 3 0
Tradesman's and electrical mechanic's assistant .. .. .	7 17 0	7 14 0
<b>DIVISION III.—ENGINEERING.</b>		
Electrical fitter .. .. .	9 6 0	9 3 0
Machinist—1st class .. .. .	9 6 0	9 3 0
Machinist—2nd class .. .. .	8 11 0	8 8 0
Machinist—3rd class .. .. .	8 2 0	7 19 0
Motor mechanic .. .. .	9 6 0	9 3 0
Patternmaker .. .. .	9 19 0	9 16 0
Toolmaker .. .. .	9 19 0	9 16 0
Tradesman .. .. .	9 6 0	9 3 0
Tradesman the greater part of whose time is occupied in marking off .. .. .	9 10 6	9 7 6
Tradesman, wet stone grinder and glazier .. .. .	9 6 0	9 3 0
<b>DIVISION IV.—ENGINEERING SMITHING.</b>		
Coppersmith .. .. .	9 7 6	9 4 6
Forger and/or faggoter .. .. .	10 4 6	10 1 6
Forgeman's assistant .. .. .	7 19 0	7 16 0
Other smith .. .. .	9 7 6	9 4 6
Toolsmith .. .. .	9 10 6	9 7 6
<b>DIVISION V.—WOOD MILL.</b>		
Band sawyer .. .. .	8 3 0	8 0 0
Bending machinist .. .. .	8 0 0	7 17 0
Boring and drilling machinist .. .. .	7 16 0	7 13 0
Buzzer machinist (only operating or feeding machines) .. .. .	7 12 0	7 9 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters) .. .. .	8 6 0	8 3 0
Casemaker .. .. .	8 2 0	7 19 0
Casemaking sawyer .. .. .	7 13 0	7 10 0
Circular sawyer .. .. .	8 3 0	8 0 0
Crosscut sawyer .. .. .	7 16 0	7 13 0
Morticing machinist .. .. .	7 16 0	7 13 0
Moulding machinist (where the machinists set up their machines only) .. .. .	8 4 0	8 1 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters) .. .. .	8 13 0	8 10 0
Pulling out machinist .. .. .	7 15 0	7 12 0
Sanding machinist .. .. .	8 0 0	7 17 0
Saw doctor .. .. .	9 12 0	9 9 0
Shaper machinist .. .. .	8 18 6	8 15 6
Stacker .. .. .	7 15 0	7 12 0
Tenoning machinist (only operating or feeding machines) .. .. .	7 14 0	7 11 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters) .. .. .	8 10 0	8 7 0
Thickener machinist .. .. .	7 19 0	7 16 0
Turner .. .. .	8 18 6	8 15 6
<b>DIVISION VI.—MISCELLANEOUS.</b>		
Belt maker and cutter .. .. .	8 5 0	8 2 0
Carpenter (other than agricultural implement making) .. .. .	9 6 0	9 3 0
Currier .. .. .	8 15 0	8 12 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry .. .. .	7 3 0	7 0 0
Employee not elsewhere classified .. .. .	6 17 0	6 14 0

**APPRENTICESHIP.**

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed :—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows :—

- Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
- Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
- Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
- Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) 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.

(i) The period of apprenticeship shall be as follows :—

If the apprentice when articulated is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) Until further order, any contract of apprenticeship hereafter made 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

*Wages per Week of 40 Hours.*

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

	Percentage of Needs Basic Wage.	Loading (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		Per Week.	Per Week.	s. d.	s. d.
Four and five-year terms—		s. d.	s. d.	s. d.	s. d.
1st year .. .. .	29	0 0	0 9	38 0	37 0
2nd year .. .. .	40	1 0	1 0	53 0	52 0
3rd year .. .. .	53	1 6	1 6	71 0	69 0
4th year .. .. .	84	2 0	2 3	112 0	109 0
5th year .. .. .	100	2 0	3 0	140 0	137 0
	plus 7s.				
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year .. .. .	33	0 0	0 9	43 0	42 0
2nd year .. .. .	53	1 0	1 6	70 6	68 6
3rd year .. .. .	84	2 0	2 3	112 0	109 0
4th year .. .. .	100	2 0	3 0	140 0	137 0
	plus 7s.				

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

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

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (x) 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 the Determination for the trade, 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.
- (xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

## UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed and in addition thereto the constant loadings specified.

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Loading (Constant).	Additional Amount.	War Loading.	Total Wage Payable.	
					Within 20 miles of G.P.O., Melbourne, Within 10 miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>	Per Week. <i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>I.—Adult Females.</i>						
Under three months' experience .. .. .	65	3 0	6 0	..	92 0	90 0
All others .. .. .	75	3 0	7 0	..	106 0	103 6
<i>II.—Junior Females.</i>						
17 years of age and under .. .. .	40	1 0	3 6	..	55 6	54 6
18 years of age .. .. .	47½	1 3	4 0	..	66 0	64 6
19 years of age .. .. .	55	1 6	4 6	..	76 6	74 6
20 years of age .. .. .	62½	2 0	5 0	..	87 0	85 0
<i>III.—Male Juniors.</i>						
Under 16 years of age .. .. .	25	0 6	2 0	..	34 6	33 6
16 years of age .. .. .	35	0 9	3 0	..	48 6	47 6
17 years of age .. .. .	47½	1 0	4 0	..	66 0	64 6
18 years of age .. .. .	60	1 0	5 0	..	83 0	81 0
19 years of age .. .. .	75	2 0	6 0	..	104 0	101 6
20 years of age .. .. .	90	2 0	7 0	..	124 0	121 6
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age .. .. .	25	0 6	2 0	1 0	35 6	34 6
16 years of age .. .. .	33	0 9	2 6	1 9	47 0	46 0
17 years of age .. .. .	60	1 0	5 0	3 0	86 0	84 0
18 years of age .. .. .	75	2 0	6 0	4 0	108 0	105 6
19 years of age and over .. .. .	90	2 6	7 0	4 6	129 0	128 6

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry 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.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 222]

TUESDAY, MARCH 14.

[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  
10th day of March, 1950

RAY. H. BEERS,  
Secretary for Labour.

### BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 43 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<b>Boilermaking and steel construction section—</b>			
Assembler window-frame making (non-tradesman) ..	8 6 0	8 12 6	8 3 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces .. .. .	7 19 0	8 5 6	7 16 0
Blacksmith's striker .. .. .	7 17 0	8 3 6	7 14 0
Blacksmith's striker on double fires and other assistant ..	7 19 0	8 5 6	7 16 0
Boiler (inside) chipper and cleaner .. .. .	8 3 0	8 9 6	8 0 0
Boilermaker and/or structural steel tradesman .. .. .	9 6 0	9 12 6	9 3 0
Boilersmith and/or angle iron smith .. .. .	9 10 6	9 17 0	9 7 6
Cold saw operator .. .. .	7 19 0	8 5 6	7 16 0
Dogman .. .. .	7 19 0	8 5 6	7 16 0
Driller using portable machines .. .. .	9 1 6	9 8 0	8 18 6
Driller using stationary machines .. .. .	7 18 0	8 4 6	7 15 0
Employee assisting a ship plate bender or plate setter ..	7 19 0	8 5 6	7 16 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	7 17 0	8 3 6	7 14 0
Friction saw operator .. .. .	7 17 0	8 3 6	7 14 0
Furnaceman on heavy angle iron or heavy plate .. .. .	8 5 0	8 11 6	8 2 0
Furnaceman's assistant .. .. .	7 17 0	8 3 6	7 14 0
Holder-up .. .. .	7 19 0	8 5 6	7 16 0
<b>Machinist—</b>			
1st class .. .. .	9 6 0	9 12 6	9 3 0
2nd class .. .. .	8 11 0	8 17 6	8 8 0
3rd class .. .. .	8 2 0	8 8 6	7 19 0

WAGES—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class .. .. .	8 4 0	8 10 6	8 1 0
2nd class .. .. .	7 18 0	8 4 6	7 15 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	9 12 0	9 18 6	9 9 0
Painter of ironwork using spray .. .. .	7 18 0	8 4 6	7 15 0
Painter of ironwork (other than ship painter) using brush ..	7 17 0	8 3 6	7 14 0
Plate setter and frame bender .. .. .	9 9 0	9 15 6	9 6 0
Press and block hand assisting a boiler or angle ironsmith ..	7 19 0	8 5 6	7 16 0
Process worker .. .. .	7 16 0	8 2 6	7 13 0
Rigger and/or splicer .. .. .	8 3 0	8 9 6	8 0 0
Rivet heater .. .. .	7 19 0	8 5 6	7 16 0
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
Welder-tack .. .. .	8 0 0	8 6 6	7 17 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	7 3 0	7 9 6	7 0 0
Employee not elsewhere classified .. .. .	6 17 0	7 3 6	6 14 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines .. .. .	7 19 0	8 5 6	7 16 0
Cement mixer .. .. .	8 0 0	8 6 6	7 17 0
Cement liner .. .. .	8 3 0	8 9 6	8 0 0
Cement liner operator .. .. .	8 11 0	8 17 6	8 8 0
Employee in charge of ring making machines .. .. .	8 3 0	8 9 6	8 0 0
Employee rounding and straightening steel pipes .. .. .	8 2 0	8 8 6	7 19 0
Employee on tar dip and sand rolling .. .. .	7 19 0	8 5 6	7 16 0
Faucet maker in charge of furnace .. .. .	8 4 0	8 12 6	8 3 0
Faucet maker's assistant .. .. .	7 19 0	8 5 6	7 16 0
Machine operator (in charge of machines) .. .. .	8 3 0	8 9 6	8 0 0
Pipe builder .. .. .	8 3 0	8 9 6	8 0 0

Leading Hands.

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

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

Tradesmen .. .. .	4 6 per week.
All other labour .. .. .	3 0 „ „

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder—first 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 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.

*Instruction in Welding.*

(e) The training of apprentices to boilermaking or structural steel 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) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

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

*Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. ..	20	..	0 9	38 0	40 0	37 0
2nd year .. ..	40	1 0	1 0	53 0	56 0	52 0
3rd year .. ..	53	1 6	1 6	71 0	74 6	69 0
4th year .. ..	84	2 0	2 3	112 0	117 0	109 0
5th year .. ..	100 plus 7s.	2 0	3 0	140 0	146 6	137 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year .. ..	33	..	0 9	43 0	45 0	42 0
2nd year .. ..	53	1 0	1 6	70 6	74 0	68 6
3rd year .. ..	84	2 0	2 3	112 0	117 0	109 0
4th year .. ..	100 plus 7s.	2 0	3 0	140 0	146 6	137 0

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

*Hours.*

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

*Overtime and Shift Work.*

(k) No apprentice under the age of 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 16 and 17 hereof respectively.

**UNAPPRENTICED MALE JUNIORS.**

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

*Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne. 10 Miles of G.P.O., Geelong, or at Warrambool, and within Mildura and Gippeland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	25	0 6	2 0	34 6	36 0	33 6
16 years of age ..	35	0 9	3 0	48 6	51 0	47 6
17 years of age ..	47½	1 0	4 0	66 0	69 0	64 6
18 years of age ..	60	1 0	5 0	83 0	86 6	81 0
19 years of age ..	75	2 0	6 0	104 0	109 0	101 6
20 years of age ..	90	2 0	7 0	124 0	130 0	121 6

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

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

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

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

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

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

(d) Junior employee 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;  
as furnaceman or assistant to furnacemen; or  
as operators of power-driven guillotines.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 223]

TUESDAY, MARCH 14.

[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  
10th day of March, 1950

RAY. H. BEERS,  
Secretary for Labour.

### JEWELLERS BOARD

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 33 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	—		
	£	s.	d.
Precious gem mounter .. .. .	9	19	0
Setter of precious gems .. .. .	9	19	0
Mounter—1st Class .. .. .	9	6	0
Mounter—2nd Class .. .. .	8	11	0
Drop hammer operator who sets dies and makes force .. .. .	9	1	6
Drop hammer operator, other .. .. .	7	18	0
Setter .. .. .	8	16	6
Melter and alloyer .. .. .	8	16	6
Lapper .. .. .	8	16	6
Polisher .. .. .	8	4	0
Assembler and solderer .. .. .	8	4	0
Solderer, other .. .. .	7	18	0
Die setter .. .. .	8	0	0
Engine turner .. .. .	7	16	0
Press operator .. .. .	7	16	0
Process worker (as defined) .. .. .	7	16	0
Carder .. .. .	7	7	0
Pinner up .. .. .	7	7	0
Other employees with not less than three months' experience in this industry .. .. .	7	3	0
All others .. .. .	6	17	0

#### LEADING HANDS.

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

#### APPRENTICESHIP.

##### Contract of Apprenticeship.

3. (a) 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.*

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

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

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

*Proportion.*

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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

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

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

*Period of Apprenticeship.*

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

The total 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.

(h) *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.
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.			

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

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

*Wages per Week of 40 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. 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 and further additional loading prescribed for such an employee.

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles;
- (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.

Published by Authority.

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

No. 224]

TUESDAY, MARCH 14.

[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  
10th day of March, 1950

RAY. H. BEERS,  
Secretary for Labour.

### ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 46 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.					
	Within a Radius of 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.
<i>(a) General.</i>						
Electrician in charge of electrical supply undertaking .. .. .	10	10	6	10	17	0
Electrical instrument maker and/or repairer (as defined) .. .	10	1	6	10	8	0
Installation inspector and/or tender .. .. .	9	10	6	9	17	0
Shift electrician .. .. .	9	6	0	9	12	6
Refrigeration mechanic or serviceman .. .. .	9	6	0	9	12	6
Electrician in charge of plant and/or installation .. .. .	9	6	0	9	12	6
Electrical fitter and/or armature winder .. .. .	9	6	0	9	12	6
Battery fitter .. .. .	9	6	0	9	12	6
Cable jointer, on high tension (over 6,000 volts) .. .. .	9	4	6	9	11	0
Cable jointer, on low tension (under 6,000 volts) .. .. .	9	1	6	9	8	0
Cable jointer's mate .. .. .	7	17	0	8	3	6
Electrical mechanic .. .. .	9	6	0	9	12	6
Linesman .. .. .	8	14	0	9	0	6
Linesman's assistant .. .. .	7	17	0	8	3	6
Patrolman .. .. .						
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	8	14	0	9	0	6
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	7	19	6	8	6	0
Meter tester (1st grade) .. .. .	8	13	0	8	19	6
Meter tester (2nd grade) .. .. .	8	6	0	8	12	6
Meter fixer .. .. .	8	6	0	8	12	6
Switchboard attendant .. .. .	8	12	6	8	19	0
Battery attendant .. .. .	7	18	0	8	4	6
Electrical fitter's and mechanic's assistant .. .. .	7	17	0	8	3	6
Process worker .. .. .	7	16	0	8	2	6
Other employees with not less than three months' experience in the metal trades industry .. .. .	7	3	0	7	9	6
Employee not elsewhere classified .. .. .	6	17	0	7	3	6
<i>(b) Wet Battery Manufacturing.</i>						
Plante assembler .. .. .	8	6	0	8	12	6
Battery repairer (factory) .. .. .	8	3	0	8	9	6
Mixing and pasting by hand .. .. .	8	1	0	8	7	6
Charging and moulding of grids .. .. .	8	1	0	8	7	6
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .	8	0	0	8	6	6
Formation process .. .. .	7	18	0	8	4	6
All others in this subdivision .. .. .	7	16	0	8	2	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.

**TRADESMEN IN LARGE POWER HOUSES.**

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

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

*Ship Repairing.*

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

	<i>s. d.</i>	
Tradesmen .. .. .	4	6 per week.
All other labour .. .. .	3	0 .. ..

**APPRENTICESHIP.**

(Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
- Electrical mechanic,
- Refrigeration mechanic or serviceman.

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

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

*Proportion.*

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter proscribed.

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

In the trade of—

Electrical mechanic,

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

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

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

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

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

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

*Period of Apprenticeship.*

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Ovensland 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.	s. d.	1 18 0	2 0 0	1 17 0
2nd year .. .. .	40	1 0	1 0	2 13 0	2 16 0	2 12 0
3rd year .. .. .	53	1 6	1 6	3 11 0	3 14 6	3 9 0
4th year .. .. .	84	2 0	2 3	5 12 0	5 17 0	5 9 0
5th year .. .. .	100 plus 7s.	2 0	3 0	7 0 0	7 6 6	6 17 0
<i>Four-year Terms.—Apprenticeship 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 16 and 17 hereof respectively.

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

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

*Wages per Week of 40 hours.*

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

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

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

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

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

*Prohibited Occupations*

(c) Junior employees shall not be employed:—

if under the age of 16 years—

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

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





VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 225]

TUESDAY, MARCH 14.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

GENERAL BOARD.

(Vinegar and Yeast Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 830 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.	
	s. d.		s. d.		s. d.
Under 17 years of age	.. 56 9	Under 17 years of age	.. 54 3	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	161 0
17 years of age	.. 69 3	17 years of age	.. 59 9	All others ..	155 0
18 years of age	.. 93 0	18 years of age	.. 67 6	Men engaged in cleaning vinegar generators—	
19 years of age	.. 116 9	19 years of age	.. 75 0	7s. 6d. for each generator cleaned	
20 years of age	.. 128 3	20 years of age	.. 80 3	Females.	
				All adults ..	81 0

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.

One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 226]

TUESDAY, MARCH 14.

[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  
28th day of February, 1950

RAY. H. BEERS,  
Secretary for Labour.

### JAM TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 47 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

#### ADULT EMPLOYERS. (a) Males—Weekly Hands.

	Wages per Week.		
	£	s.	d.
Foreman (first jam maker) .. .. .	9	5	0
Assistant jam maker (as defined) .. .. .	8	13	0
Foreman packer in charge of despatch and packing department .. .. .	9	0	0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	8	15	0
Fruit or vegetable preserver (as defined) .. .. .	8	15	0
Fruit crystallizer .. .. .	8	10	0
Candy peel-maker in charge .. .. .	8	10	0
Operator of peach-pitting or pear-preparing machine .. .. .	8	2	0
Leading hand, bottle department .. .. .	8	5	0
Foreman packer's assistant .. .. .	8	8	0
Leading hand, pulp department .. .. .	8	5	0
Man working in connexion with freezing or cooling chambers .. .. .	8	2	0
Man working in dehydrating tunnel .. .. .	8	2	0
Operator of labelling machine labelling canned goods .. .. .	8	2	0
Operator of fruit or vegetable lye machine .. .. .	8	2	0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	8	2	0
Tapper .. .. .	8	2	0
Operator of sauce labelling machine .. .. .	8	2	0
Driver of power-driven factory truck .. .. .	8	1	0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	8	1	0
Employee in fruit crystallizing department, other than fruit crystallizer .. .. .	8	1	0
Storeman and packer (as defined) .. .. .	8	2	0
Employees operating can-closing machine .. .. .	8	2	0
Employee engaged feeding into and/or taking from lacquer machine .. .. .	7	18	0
Employees feeding into and/or taking from bottle-washing machine .. .. .	8	2	0
Employee engaged in bottle-washing department .. .. .	7	18	0
Retort hand (as defined) .. .. .	7	18	0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	7	18	0
Man in charge of and operating retorts .. .. .	8	5	0
Employee operating jam filling machine .. .. .	8	2	0
Employee operating sauce filling machine .. .. .	8	2	0
Employee operating bottle capping or bottle closing machine .. .. .	8	2	0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	7	18	0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	7	15	0
Employees engaged filling, stirring, weighing, loading in and taking off in the jam and pulp making sections .. .. .	7	18	0
All others .. .. .	7	13	0

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Females—Weekly Hands.

		Wages per Week.
		£ s. d.
Head forewoman .. .. .		7 1 9
Forewoman's assistant .. .. .		6 11 9
Head woman supervisor .. .. .		6 8 9
Supervisor (as defined) .. .. .		6 6 9
Operator of peach pitting machine or pear preparing machine .. .. .		6 6 9
Employees engaged in—		
(i) clipping piecework tickets .. .. .		} 6 3 9
(ii) cutting or pulping lemons or pineapples .. .. .		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .		
(iv) operating can-closing machines .. .. .		
(v) packing clear mixed pickles into glass containers .. .. .		
(vi) pouring out or filling jam by hand .. .. .		
(vii) pouring out pulp by hand .. .. .		
(viii) stirring jam, sauce, or pulp .. .. .		
(ix) washing bags .. .. .		
(x) working at a fruit press .. .. .		
(xi) feeding into and/or taking from lacquer machine .. .. .		
(xii) feeding into and/or taking from bottle-washing machine .. .. .		
(xiii) bottle-washing department .. .. .		
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .		
(xv) operator jam filling machine .. .. .		
(xvi) operator sauce filling machine .. .. .		
(xvii) operator bottle capping or bottle closing machine .. .. .		
(xviii) operator sauce labelling machine .. .. .		
(xix) feeding peach slicing machine .. .. .		
All other adult females, i.e., females 18 years of age or over .. .. .		5 14 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks, she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

ADULT MALE EMPLOYEES—CASUAL HANDS.

3. (a) A casual adult male employee, that is to say, an employee who is at any one time employed for less than three consecutive days, shall be paid at an hourly rate which shall be calculated on the weekly rate for the work upon which he is employed, plus 50 per cent. An employee employed as aforesaid shall be paid for not less than four hours on each engagement.

(b) Any adult male employee who is employed at any one time for more than two consecutive days shall thereafter be deemed to be a weekly employee for the purposes of this Determination.

4.

JUNIOR EMPLOYEES.

		Wages per Week.
		£ s. d.
(i) Males—		
Under 17 years of age .. .. .		2 19 6
17 years of age and under 18 years of age .. .. .		3 13 9
18 years of age and under 19 years of age .. .. .		4 8 9
19 years of age and under 20 years of age .. .. .		5 5 0
20 years of age and under 21 years of age .. .. .		6 6 0
Provided that any junior male employee employed operating a peach-pitting or pear-preparing machine shall be paid 12s. per week in addition to the above rates.		
(ii) Females—		
Under 18 years of age .. .. .		4 4 6
Provided that any junior female employee employed operating a peach-pitting or pear-preparing machine shall be paid 12s. per week in addition to the above rate.		

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



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 227]

TUESDAY, MARCH 14.

[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  
10th day of March, 1950

RAY H. BEERS,  
Secretary for Labour.

PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 620 of the 29th July, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.			(b) Other Employees.	
Age.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>		
16 years of age and under .. ..	59 9	59 9	Adult Males—	
17 years of age .. ..	71 9	65 9	<i>s. d.</i>	
18 years of age .. ..	89 9	72 0	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room .. .. .. 161 6	
19 years of age .. ..	107 9	77 9	All others .. .. .. 153 6	
20 years of age .. ..	128 3	89 9	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.	
<p>Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above. Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.</p> <p style="text-align: center;">PROPORTION (in any place). <i>Apprentices or Improvers.</i></p> <p>Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed by the Board.</p>			Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
			<p>If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.</p>	
			<i>s. d.</i>	
			Adult females .. .. .. 107 6	
			Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".	
			Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".	
			Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".	

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 228]

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Dated at Melbourne, this  
10th day of March, 1950

RAY H. BEERS,  
Secretary for Labour.

### RADIO BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 36 of the 13th January, 1950, shall be replaced by the following clauses:—

2:

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 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.
Radio serviceman .. .. .	9 2 6	9 9 0	8 19 6
Radio repairer .. .. .	8 3 0	8 9 6	8 0 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line .. .. .	7 18 0	8 4 6	7 15 0
Power tube operative—			
1st six months' experience .. .. .	7 18 0	8 4 6	7 15 0
Thereafter .. .. .	8 2 0	8 8 6	7 19 0
Tradesmen (radio) .. .. .	9 6 0	9 12 6	9 3 0
Radio tester .. .. .	8 13 0	8 19 6	8 10 0
Final tester and fault finder .. .. .	9 2 6	9 9 0	8 19 6
Process worker .. .. .	7 16 0	8 2 6	7 13 0
Other employees with not less than three months' experience in the Metal Trades Industry .. .. .	7 3 0	7 9 6	7 0 0
All others .. .. .	6 17 0	7 3 6	6 14 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

	Per Week.
	£ s. d.
Motor car .. .. .	3 0 0
Motor cycle and side car .. .. .	1 15 0
Motor cycle .. .. .	1 5 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 20 employees, 27s. per week extra.

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at 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 .. .. .	55	1 6	4 6	3 16 6	4 0 0	3 14 6
20 years of age .. .. .	62½	2 0	5 0	4 7 0	4 11 0	4 5 0
<i>III.—Junior Males.</i>						
Under 16 years of age .. .. .	25	0 6	2 0	1 14 6	1 16 0	1 13 6
16 years of age .. .. .	35	0 9	3 0	2 8 6	2 11 0	2 7 6
17 years of age .. .. .	47½	1 0	4 0	3 6 0	3 9 0	3 4 6
18 years of age .. .. .	60	1 0	5 0	4 3 0	4 6 6	4 1 0
19 years of age .. .. .	75	2 0	6 0	5 4 0	5 9 0	5 1 6
20 years of age .. .. .	90	2 0	7 0	6 4 0	6 10 0	6 1 6

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

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

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

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 229]

TUESDAY, MARCH 14.

[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  
10th day of March, 1950

RAY. H. BEERS,  
Secretary for Labour.

### TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 652 of the 17th June, 1948, shall be replaced by the following clause:—

#### JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

	Wages per Week of 40 Hours.	
	Wet.	Dry.
	s. d.	s. d.
Under 16 years of age .. .. .	59 9	57 6
16 to 17 years of age .. .. .	75 0	72 0
17 to 18 years of age .. .. .	90 0	86 6
18 to 19 years of age .. .. .	105 0	100 9
19 to 20 years of age .. .. .	119 6	115 3
20 to 21 years of age .. .. .	135 3	129 6

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

#### Other Employees.

	Per Week of 40 Hours.
	£ s. d.
(1) Currier .. .. .	9 4 0
(2) Person classing or sorting green hides or sides or skins after being unhaired .. .. .	9 1 0
(3) Hand flesher .. .. .	8 17 0
(4) Hand fleshing after machining .. .. .	8 13 0
(5) Machine flesher (including checking and heading machine) .. .. .	8 13 0
(6) Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines .. .. .	8 8 0
(7) Lime jobber .. .. .	8 6 0
(8) Drumhand, paddle and/or vat hand, tanpitzman, hydraulic presser .. .. .	8 6 0
(9) Bark bagger .. .. .	8 0 0
(10) Crop cutter after tanning .. .. .	8 8 0
(11) Extract worker in tannery .. .. .	8 2 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract .. .. .	7 17 0
(13) Man operating bark tan liquor plant .. .. .	8 6 0
(14) Splitting machinist—	
Operator of big machine	
(Wet) .. .. .	9 2 0
(Dry) .. .. .	8 17 0
Operator of other machines	
(Wet) .. .. .	9 0 0
(Dry) .. .. .	8 15 0

	Per Week of 40 Hours.
(15) Man behind splitting machine	£ s. d.
(Wet) .. .. .	8 5 0
(Dry) .. .. .	8 0 0
(16) Machine shaver—	
New machine—double width	
(Wet) .. .. .	8 14 0
(Dry) .. .. .	8 9 0
Old machine—single width	
(Wet) .. .. .	8 15 0
(Dry) .. .. .	8 10 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	8 7 6
(18) Roller of sole leather	8 9 0
(19) Striker and setter out of sole leather	8 6 6
(20) Shedman who applies dressing to sole leather	
(Wet) .. .. .	8 4 0
(Dry) .. .. .	7 19 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	8 11 6
(22) Fluffing machinist .. .. .	8 4 0
(23) Fluffing machinist on suede wheel .. .. .	8 8 0
(24) Leather dresser—	
(a) Table hand on chrome leathers .. .. .	8 3 0
(b) Table hand on bark tanned hides or sides .. .. .	8 6 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand ..	8 2 0
(26) Machinist (not otherwise provided for) working any machine used for preparing fancy or other leathers	8 1 0
(27) Table hand setting out harness leathers .. .. .	8 9 0
(28) Knee staker .. .. .	8 6 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries .. .. .	7 18 0
(30) Straining or toggling (over the age of 18 years) .. .. .	8 2 0
(31) Stripping (over the age of 18 years) .. .. .	7 19 0
(32) Employee unhairing either on beam or by sweeping .. .. .	8 8 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning .. .. .	8 15 0
(34) Employee operating measuring machine .. .. .	7 19 0
(35) Employee operating setting out machine	
(Wet) .. .. .	8 8 0
(Dry) .. .. .	8 3 0
(36) Employee operating graining machine .. .. .	8 1 0
(37) Employee operating ironing machine .. .. .	8 1 0
(38) Employee operating embossing machine .. .. .	8 1 0
(39) Employee operating squeezing machine .. .. .	8 6 0
(40) Employee operating bark grinding machine .. .. .	8 0 0
(41) Assistant on any of the machines (34) to (39) .. .. .	7 19 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for .. .. .	7 19 0
(43) Glazer .. .. .	8 4 0
(44) Glazer on kid and/or marsupial leathers .. .. .	8 8 6
(45) Staker, combing machine operator .. .. .	8 4 0
(46) Person lime jobbing on mechanical reels .. .. .	8 6 0
(47) Hair washer .. .. .	8 2 0
(48) Men handling hair .. .. .	7 17 0
(49) Yardman .. .. .	8 1 0
(50) All others .. .. .	7 4 0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

#### SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

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