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[1950]

RAY. H. BEERS,  
Secretary for Labour.

No. 378.—4125/50.—PRICE 3d.

*All Other Classes of Work.*

Males.	—	Females.		
		—	Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
16 years of age .. .. .	77 9	†First year's experience ..	78 6	77 0
.. of age .. .. .	84 3	Second year's experience ..	87 0	85 6
" .. .. .	92 9	Third year's experience ..	95 6	94 0
" .. .. .	101 6			
" .. .. .	112 0			
" .. .. .	127 6			

And thereafter the adult female rate.

† Provided that no person who was engaged in the trade prior to the 29th March, 1948, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.

(ii) **Apprentices.—**

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

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

	Per Week.* (See Footnote)
	<i>£ s. d.</i>
First year .. .. .	3 8 6
Second year .. .. .	4 4 9
Third year .. .. .	5 8 3
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii)

**PROPORTION (IN ANY PLACE).**

Apprentices.	Improvers.
<b>MALES.</b>	<b>MALES.</b>
male apprentice to every three or fraction of three male receiving not less than 154s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 154s. per week.
<b>FEMALES.</b>	<b>FEMALES.</b>
female apprentice to every three or fraction of three kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 115s. 6d. per week.

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

**WAGES.**

**OTHER EMPLOYEES.**

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

<i>Males.</i>	<i>Per Week</i>	<i>Females.</i>	<i>Per Week</i>
<i>WAGES.* (See footnote.)</i>	<i>s. d.</i>	<i>WAGES.* (See footnote.)</i>	<i>s. d.</i>
where there is only one employed ..	170 6	Clerks .. .. .	125 0
in charge of—	181 6	Cook; where there is only one employed ..	130 0
to three kitchen employees ..	181 6	Cooks in charge of—	
to seven kitchen employees ..	188 6	One to three kitchen employees ..	130 0
to eight or more kitchen employees ..	198 6	Four to seven kitchen employees ..	137 6
Second .. .. .	178 6	Eight or more kitchen employees ..	147 6
cooks .. .. .	175 6	Second cooks .. .. .	127 6
in charge of instrument room and/or		Other cooks .. .. .	125 0
and adjusting instruments ..	196 0	Head housemaids .. .. .	120 0
to person in charge of instrument room—		Housekeepers .. .. .	135 0
year .. .. .	167 0	Head laundresses in charge of—	
chief .. .. .	177 0	One to three persons .. .. .	127 6
chief, where five or more dressers are employed	198 0	Four or more persons .. .. .	132 6
		Second laundresses .. .. .	122 6

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

*Males—continued.*

WAGES. *(See footnote)—continued.	Per Week s. d.
Deputy chief dresser, where five or more dressers are employed ..	193 6
Dressers doing venereal diseases work ..	189 0
Other dressers and/or steriliser room attendant—	
1st year's experience as such ..	166 6
2nd year's experience as such ..	171 6
Thereafter ..	176 6
Chief theatre attendant ..	192 0
Foreman in charge of—	
One to nine employees ..	184 6
Ten or more employees ..	202 0
Assistant foreman ..	172 0
Gardener in charge of one or more garden employees ..	172 0
Gardeners ..	164 0
Gardener's Labourer ..	159 0
Incinerator attendants ..	164 0
Kitchenmen or scullerymen ..	164 0
Laboratory assistants ..	167 6
Laundry Washing machine hands ..	167 0
Laundrymen other ..	162 0
Mortuary-men employed solely on post-mortem work ..	197 0
Other mortuary-men ..	162 0
And 10s. extra for each post-mortem ..	
Motor ambulance drivers or assistants ..	176 6
Motor driver of vehicles 30 cwt. or more ..	176 6
Other motor driver ..	166 6
Operating theatre attendants ..	172 0
Casualty porters engaged on preparations and theatre work ..	167 0
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae ..	167 0
Other dispensary porters ..	162 0
Relieving porters ..	161 6
X-ray porters ..	159 0
Night porters who in the course of their duties patrol the hospital ..	162 6
Other night porters ..	159 0
Recording attendants ..	170 6
Splint makers ..	172 0
Splint makers' assistants ..	162 0
Storemen in charge of one or more storemen or where there is only one employed ..	174 6
Other storemen ..	164 0
Telephone attendants ..	162 0
Ward cleaners handling sputum mugs ..	172 0
Other ward cleaners ..	159 0
X-ray attendants ..	167 0
X-ray technicians—	
1st year's experience as such ..	189 6
2nd year's experience as such ..	204 6
Thereafter ..	214 6
First-aid attendant employed in connexion with an industrial or commercial undertaking—	
1st year's experience ..	162 0
2nd year's experience ..	167 0
Thereafter ..	172 0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons ..	164 0
All others—	
1st year of service ..	154 0
Thereafter ..	159 0

*Females—continued.*

WAGES. *(See footnote)—continued.	Per Week s. d.
Laundresses where only one employed ..	122 6
Other laundresses—	
1st year's experience as such ..	115 6
2nd year's experience as such ..	116 6
Thereafter ..	117 6
Sorters ..	122 6
Washing machine hands ..	130 6
Storekeeper in charge of one or more store hands or where there is only one employed ..	125 0
Storekeeper's assistants—	
1st year's experience as such ..	115 6
2nd year's experience as such ..	116 6
Thereafter ..	117 6
Stenographers and/or typistes—	
1st year's experience as such ..	125 0
2nd year's experience as such ..	127 6
Thereafter ..	130 0
Telephonists ..	132 6
Waitresses—	
1st year's experience as such ..	115 6
2nd year's experience as such ..	116 6
Thereafter ..	117 6
Wardmaids—	
1st year's experience as such ..	115 6
2nd year's experience as such ..	116 6
Thereafter ..	117 6
X-ray technicians—	
1st year's experience as such ..	145 0
2nd year's experience as such ..	150 0
Thereafter ..	155 0
Laboratory assistants ..	130 6
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
(i) In charge of a ward ..	127 6
(ii) Other than in charge of a ward—	
1st year's experience ..	120 6
2nd year's experience ..	121 6
Thereafter ..	122 6
Seamstresses who cut out and fit garments ..	129 6
Other seamstresses—	
1st year's experience as such ..	117 6
2nd year's experience as such ..	118 6
Thereafter ..	119 6
All others—	
1st year's experience as such ..	115 6
2nd year's experience as such ..	116 6
Thereafter ..	117 6

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

(b) Employed in any other part of Victoria.

<i>Males.</i>	Per Week s. d.	<i>Females.</i>	Per Week s. d.
WAGES.* (See footnote.)		WAGES.* (See footnote.)	
Cook; where there is only one employed ..	181 6	Clerks ..	120 6
Cooks in charge of—		Cooks—	
One to three kitchen employees ..	181 6	First—where there is only one employed ..	130 0
Four to seven kitchen employees ..	188 6	Second ..	125 0
Eight or more kitchen employees ..	198 6	Head laundress; or where there is only one employed ..	122 6
Cooks—Second ..	178 6	Other laundresses ..	117 6
Other Cooks ..	175 6	Stenographers and/or typistes ..	125 6
Motor ambulance drivers or assistants ..	176 6	Telephonists ..	120 6
Motor driver of vehicles 30 cwt. or more ..	176 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Other motor driver ..	166 6	(i) In charge of a ward ..	127 6
Gardener in charge of one or more garden employees ..	172 0	(ii) Other than in charge of a ward—	
Gardeners ..	164 0	1st year's experience ..	120 6
Gardener's Labourer ..	159 0	2nd year's experience ..	121 6
First-aid attendant employed in connexion with an industrial or commercial undertaking—		Thereafter ..	122 6
1st year's experience ..	162 0	All others—	
2nd year's experience ..	167 0	1st year's experience ..	115 6
Thereafter ..	172 0	2nd year's experience ..	116 6
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons ..	164 0	3rd year's experience ..	117 6
All others—			
1st year of service ..	154 0		
Thereafter ..	159 0		

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

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. 379]**

**TUESDAY, MAY 16.**

**[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 May, 1950.

Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section of the Determination published in Government Gazette No. 65 of the 1st February, 1949, shall be replaced by the following clauses:—

### 2. FLINT GLASS SECTION.

Apprentices.	Wages per Week.	Improvers.		
		Improvers other than Flint Improver Blowers.	Wages per Week	Flint Improver Blower.
				Wages per Day of 8 Hours.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	71 9	1st year's experience ..	65 6	30 1
2nd " " ..	81 0	2nd " " ..	87 0	
3rd " " ..	93 0	3rd " " ..	100 6	
4th " " ..	103 6	4th year's experience and until reaching the age of 21 years	118 0	
5th " " ..	112 0			
and thereafter the minimum adult wage or piecework price				

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

## JUVENILE WORKERS (as defined in Clause 21).

Males.	Wages per Week.	Females.	Wages per Week.
	<i>s. d.</i>		<i>s. d.</i>
Under 16 years of age .. ..	39 0	Under 15 years of age .. ..	35 0
16 years, but under 17 years of age	44 0	15 years, but under 16 years of age	37 0
17 " " " 18 " "	56 6	16 " " " 17 " "	48 6
18 " " " 19 " "	78 6	17 " " " 18 " "	53 6
19 " " " 20 " "	92 0	18 " " " 19 " "	57 9
20 " " " 21 " "	104 6	19 " " " 20 " "	67 3
		20 " " " 21 " "	77 0

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

## 3.

## WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	<i>£ s. d.</i>
Furnacemen .. .. .	8 4 6
Lehr attendants .. .. .	7 15 0
Stickers-up to melter press shop (3 stickers-up)	8 3 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines .. .. .	7 15 0
Crackers-off on Dip and Blow and Y machines .. .. .	7 15 0
Melters on side Lever press glazers and battery jar press	7 17 6
Ball blowers 1st year .. .. .	7 15 0
Ball blowers 2nd year .. .. .	8 2 6
Ball blowers 3rd year .. .. .	8 10 0
Taker-out on side lever press .. .. .	7 17 6
Assistants to journeymen .. .. .	7 10 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers .. .. .	8 2 0
Batch mixers' Assistants .. .. .	7 16 0
Handlers of raw materials (as defined) .. .. .	7 15 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	8 6 0
Packers doing other packing (as defined) .. .. .	7 14 0
Packers doing nested cartons (as defined) .. .. .	7 14 0
Packers doing partitioned cartons (as defined) .. .. .	7 19 0
Headers-up packed case .. .. .	7 14 0
Warehouse Assemblers .. .. .	7 14 0
Warehousemen .. .. .	7 15 6
Loaders in delivery section .. .. .	8 3 0
Stackers in delivery section .. .. .	7 19 0
Sorters .. .. .	8 1 0
Mould paster .. .. .	7 19 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels .. .. .	7 14 0
Cutters-off .. .. .	7 14 0
Operators on glazing machines .. .. .	7 14 0
Operators on searing-off machines .. .. .	7 16 0
Operators on sandblast booth .. .. .	8 5 0
Acid dippers .. .. .	7 18 0
Glisters colour handlers .. .. .	7 18 0
Sprayer .. .. .	8 3 0
Other adult labour except where hereafter specified .. .. .	7 10 0

*Adult Glassworkers.*

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely :—

Journeymen.	Per Day.
	<i>s. d.</i>
Blowers—	
12" and under .. .. .	39 7
Over 12" and up to 18" .. .. .	42 6
Over 18" .. .. .	47 6
Press workers—	
Press workers on general ware up to 2 lb. .. .. .	37 4
Press workers on general ware 2 lb. to 5 lb. .. .. .	38 4
Press workers on general ware over 5 lb. .. .. .	39 4
Dip mould workers—	
Blowers .. .. .	36 10
Gatherers .. .. .	36 10

*Allowance for Skilled Glassworkers.*

In addition to the rates prescribed herein, skilled glassworkers shall receive the following :—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

## GLASS BOTTLE SECTION.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).										Wages per Week.
										£ s. d.
Furnacemen	..	..	..	..	..	..	..	..	..	7 2 0
Salt cake burners	..	..	..	..	..	..	..	..	..	7 2 0
Lehrmen	..	..	..	..	..	..	..	..	..	6 16 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	..	..	..	..	6 16 6
Salt cake burners' assistants	..	..	..	..	..	..	..	..	..	6 16 6
Packers packing in bags or straw	..	..	..	..	..	..	..	..	..	6 15 6
Sorters	..	..	..	..	..	..	..	..	..	6 15 6
Lister truck hands and assistants	..	..	..	..	..	..	..	..	..	6 14 6
All others	..	..	..	..	..	..	..	..	..	6 13 0

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section, of the said Determination shall remain in force.







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Dated at Melbourne, this  
15th day of May, 1950.

RAY H. BEERS,  
Secretary for Labour.

### IRONMOULDERS BOARD.

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

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman .. .. .	9 5 6	9 12 0	9 2 6
5 and 6 inch, footman .. .. .	8 17 0	9 3 6	8 14 0
4 inch and under, headman .. .. .	9 0 0	9 6 6	8 17 0
4 inch and under, footman .. .. .	8 10 0	8 16 6	8 7 0
Vertical pipe moulders—			
Hammer, coremaker, corer, or caster .. .. .	8 7 6	8 14 0	8 4 6
Dresser of pipes, including dresser on emery wheels .. .. .	8 7 0	8 13 6	8 4 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—	£ s. d.	£ s. d.	£ s. d.
5 and 6 inch, faucet .. .. .	9 1 0	9 7 6	8 18 0
5 and 6 inch, spigot .. .. .	8 10 0	8 16 6	8 7 0
4 inch and under, faucet .. .. .	8 14 0	9 0 6	8 11 0
4 inch and under, spigot .. .. .	8 6 0	8 12 6	8 3 0
Finishers and casters—			
5 and 6 inch .. .. .	9 1 0	9 7 6	8 18 0
4 inch and under .. .. .	8 14 0	9 0 6	8 11 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker .. .. .	9 9 0	9 15 6	9 6 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	8 5 0	8 11 6	8 2 0
2nd six months' experience .. .. .	8 8 0	8 14 6	8 5 0
3rd six months' experience .. .. .	8 11 0	8 17 6	8 8 0
Thereafter .. .. .	8 16 0	9 2 6	8 13 0
Dresser and grinder (when using portable machine) .. .. .	8 9 0	8 15 6	8 6 0
Dresser and grinder (other) .. .. .	8 7 0	8 13 6	8 4 0
Furnaceman—cupola .. .. .	8 14 0	9 0 6	8 11 0
Furnaceman—electric .. .. .	8 13 0	8 19 6	8 10 0
Furnaceman—other .. .. .	8 11 0	8 17 6	8 8 0
Assistant furnaceman .. .. .	8 5 0	8 11 6	8 2 0
Loader and unloader of annealing furnace .. .. .	8 5 0	8 11 6	8 2 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	8 5 0	8 11 6	8 2 0
(b) other .. .. .	8 15 0	9 1 6	8 12 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	8 5 0	8 11 6	8 2 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			
*Upon its true construction this classification applies to employees in foundries employed:—			
(i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";			
(ii) wheeling sand to moulders or core shop;			
(iii) conveying metal either by hand runway or wheel bogie to moulders;			
(iv) removing castings, runners, risers, scrap or pig;			
(v) knocking out boxes and castings;			
(vi) knocking off runners;			
(vii) returning sand to moulders; and			
(viii) cleaning up.			

*Leading Hands.*

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

## 3.

## APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

*Apprenticeship Trades.*

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

*Period of Apprenticeship.*

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Proportion.*

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

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

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year .. .. .	29	..	0 9	1 18 6	2 0 6	1 18 0
2nd year .. .. .	40	1 0	1 0	2 14 6	2 17 0	2 13 0
3rd year .. .. .	53	1 6	1 6	3 12 6	3 16 0	3 11 0
4th year .. .. .	84	2 0	2 3	5 14 6	5 19 6	5 12 0
5th year .. .. .	100 plus 7s.	2 0	3 0	7 3 0	7 9 6	7 0 0
<i>Four-year Terms—Apprentices commencing after the Age of 17 Years.</i>						
1st year .. .. .	33	..	0 9	2 4 0	2 6 0	2 3 0
2nd year .. .. .	53	1 0	1 6	3 12 0	3 15 6	3 10 6
3rd year .. .. .	84	2 0	2 3	5 14 6	5 19 6	5 12 0
4th year .. .. .	100 plus 7s.	2 0	3 0	7 3 0	7 9 6	7 0 0

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

## WAGES PER WEEK OF 40 HOURS.

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

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

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

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

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

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

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

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



# VICTORIA GOVERNMENT GAZETTE.

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**No. 381]**

**TUESDAY, MAY 16.**

**[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 May, 1950.

Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## NICKELWARE BOARD.

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

2.

### WAGES.

Adults.										Per Week of 40 Hours.
										s. d.
Stamper who puts in die and makes force	..	..	..	..	..	..	..	..	..	184 6
Repairer .. .. .	..	..	..	..	..	..	..	..	..	184 6
Maker-up .. .. .	..	..	..	..	..	..	..	..	..	184 6
Spinner, 1st class .. .. .	..	..	..	..	..	..	..	..	..	178 0
Spinner (other) .. .. .	..	..	..	..	..	..	..	..	..	163 0
Die setter .. .. .	..	..	..	..	..	..	..	..	..	163 0
Drop hammer stamper (other than one who puts in die and makes force) .. .. .	..	..	..	..	..	..	..	..	..	161 0
Press operator (heavy) .. .. .	..	..	..	..	..	..	..	..	..	161 0
Press operator (light) .. .. .	..	..	..	..	..	..	..	..	..	159 0
Pickler .. .. .	..	..	..	..	..	..	..	..	..	160 0
Hand blanker .. .. .	..	..	..	..	..	..	..	..	..	159 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	..	..	..	..	..	..	..	..	..	146 0
All others .. .. .	..	..	..	..	..	..	..	..	..	140 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.

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

*Period of Apprenticeship.*

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indentures.*

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

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

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

*Proportion.*

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

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 140s. per week.

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

(i)

*Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	£ s. d.
Four and five-year terms—				
1st year .. .. .	29	0 0	0 9	1 18 6
2nd year .. .. .	40	1 0	1 0	2 14 6
3rd year .. .. .	53	1 6	1 6	3 12 6
4th year .. .. .	84	2 0	2 3	5 14 6
5th year .. .. .	100	2 0	3 0	7 3 0
	plus 7s.			
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year .. .. .	33	0 0	0 9	2 4 0
2nd year .. .. .	53	1 0	1 6	3 12 0
3rd year .. .. .	84	2 0	2 3	5 14 6
4th year .. .. .	100	2 0	3 0	7 3 0
	plus 7s.			

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

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

*Hours.*

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

*Overtime and Shift Work.*

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows :—

*Wages per Week of 40 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under three months' experience ..	65	3 0	6 0	..	4 14 0
All others .. .. .	75	3 0	7 0	..	5 8 0
<i>II.—Junior Females.</i>					
17 years of age and under ..	40	1 0	3 6	..	2 17 0
18 years of age .. ..	47½	1 3	4 0	..	3 7 6
19 years of age .. ..	55	1 6	4 6	..	3 18 0
20 years of age .. ..	62½	2 0	5 0	..	4 9 0
<i>III.—Junior Males.</i>					
Under 16 years of age .. ..	25	0 6	2 0	..	1 15 0
16 years of age .. ..	35	0 9	3 0	..	2 9 6
17 years of age .. ..	47½	1 0	4 0	..	3 7 0
18 years of age .. ..	60	1 0	5 0	..	4 4 6
19 years of age .. ..	75	2 0	6 0	..	5 6 0
20 years of age .. ..	90	2 0	7 0	..	6 7 0

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

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

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

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

*Prohibited Occupations.*

(c) Junior employees shall not be employed :—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles ; or  
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—  
die setting on power presses.

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







# VICTORIA GOVERNMENT GAZETTE.

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No. 382]

TUESDAY, MAY 16.

[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 May, 1950.

Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### SADDLERY AND HARNESS BOARD.

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

3.

#### WAGES PER WEEK.

							Within 20 miles of G.P.O. Melbourne - 10 miles of G.P.O. Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
							£ s. d.	£ s. d.
Journeymen	..	..	.	..	..	..	8 17 0	8 14 0
Journeymen	..	..	..	..	..	..	5 18 9	5 16 6

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

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

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

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

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

## APPRENTICES—MALES.

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

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

	Wages Per Week	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five-year terms—</b>		
First year's experience .. .. .	41 0	40 3
Second year's experience .. .. .	48 0	47 0
Third year's experience .. .. .	68 6	67 0
Fourth year's experience .. .. .	109 6	107 3
Fifth year's experience .. .. .	137 0	134 0
<b>Four-year terms—</b>		
First year's experience .. .. .	41 0	40 3
Second year's experience .. .. .	68 6	67 0
Third year's experience .. .. .	109 6	107 3
Fourth year's experience .. .. .	137 0	134 0

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

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

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

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

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

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

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

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

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

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

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

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

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

## JUNIOR WORKERS—MALES.

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

	Wages Per Week	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age .. .. .	41 0	40 3
16 and under 17 years of age .. .. .	54 9	53 6
17 and under 18 years of age .. .. .	68 6	67 0
18 and under 19 years of age .. .. .	82 3	80 6
19 and under 20 years of age .. .. .	109 6	107 3
20 and under 21 years of age .. .. .	137 0	134 0

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

MALE EMPLOYEE RECEIVING AT LEAST  
ADULT MALE BASIC WAGE.

1 .. .. .  
2 to 20 .. .. .  
Over 20 .. .. .

JUNIOR WORKERS INCLUDING  
APPRENTICES.

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

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

## JUNIOR WORKERS—FEMALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age .. .. .	s. d. 41 0	s. d. 40 3
16 and under 17 years of age .. .. .	51 3	50 3
17 and under 18 years of age .. .. .	58 3	57 0
18 and under 19 years of age .. .. .	65 0	63 9
19 and under 20 years of age .. .. .	72 0	70 3
20 and under 21 years of age .. .. .	89 0	87 0

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

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

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

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

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



[2797]



# VICTORIA GOVERNMENT GAZETTE.

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No. 383]

TUESDAY, MAY 16.

[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 May, 1950.

Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in *Government Gazette* No. 885 of the 31st October, 1949, shall be replaced by the following clauses:—

#### 2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

*Division A.—Abattoirs or Meat Markets Within the Metropolitan District.*

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen .. .. .	12 12 9	6 0	12 18 9
Slaughtermen .. .. .	11 19 0	6 0	12 5 0
Head and Feet Boners .. .. .	9 13 6	3 0	9 16 6
Scalders .. .. .	9 13 6	3 0	9 16 6
Meat Lumpers .. .. .	9 10 0	3 0	9 13 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) .. .. .	9 6 0	3 0	9 9 0
General labourers .. .. .	9 3 0	3 0	9 6 0

\* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

## 2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Division B.—Retail Shops.</i>			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week .. .. .	9 9 6	9 16 0	9 8 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work .. .. .	9 9 6	9 16 0	9 8 6
Whilst employed on other work .. .. .	9 14 0	10 0 6	9 13 0
At the rates prescribed for such work.			
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne			
Definition :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	9 8 0	9 14 6	9 7 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	9 2 0	9 8 6	9 1 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	8 19 0	9 5 6	8 18 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	9 1 6	9 8 0	9 0 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	8 6 0	8 12 6	8 5 0
All others .. .. .	8 4 0	8 10 6	8 3 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
<i>Division C.—Small Goods Section.</i>			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week .. .. .	9 9 6	9 16 0	9 8 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work .. .. .	9 9 6	9 16 0	9 8 6
Whilst employed on other work .. .. .	9 7 0	9 13 6	9 6 0
At the rates prescribed for such work.			
Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	8 17 6	9 4 0	8 16 6
Fillermen .. .. .			
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers .. .. .	9 1 6	9 8 0	9 0 6
Packing-room hands .. .. .	8 11 6	8 18 0	8 10 6
Linkers and table hands .. .. .	8 10 6	8 17 0	8 9 6
All others .. .. .	8 4 0	8 10 6	8 3 6
<i>Division D.—Carters and Drivers Employed in or in Connection with Abattoirs or Meat Markets.</i>			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity .. .. .	9 5 6	9 13 6	9 2 0
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	9 10 6	9 18 6	9 7 0
Exceeding 3 tons capacity .. .. .	9 15 6	10 3 6	9 12 0
Horse Drivers—			
One horse .. .. .	9 2 6	9 10 6	8 19 0
Two horses .. .. .	9 5 6	9 13 6	9 2 0
Three horses .. .. .	9 8 6	9 16 0	9 4 6
Head stableman (if more than one employed) .. .. .	9 0 0	9 8 0	8 17 6
Other stablemen or grooms .. .. .	8 15 0	9 3 0	8 11 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal .. .. .			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October .. .. .	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April .. .. .	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—*continued.**Division E.—Carters and Drivers (Not Elsewhere Included).*

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity .. .. .	8 9 0	8 15 6	8 8 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	8 13 0	8 19 6	8 12 0
(iii) exceeding 3 tons capacity but under 6 tons capacity ..	8 16 0	9 2 6	8 15 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse .. .. .	8 4 0	8 10 6	8 3 0
(ii) two horses .. .. .	8 9 0	8 15 6	8 8 0
(iii) three horses .. .. .	8 12 0	8 18 6	8 11 0
(iv) four horses .. .. .	8 14 0	9 0 6	8 13 0

*Division F.—Employees on Gas Producer Units.*

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

## 2. (B)

## APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.		Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.	
	Weekly Wage.		Weekly Wage.
	£ s. d.		£ s. d.
1st year's experience .. .. .	4 4 0	Under 18 years .. .. .	5 12 6
2nd year's experience .. .. .	5 1 0	18 years and under 19 years .. .. .	6 13 6
3rd year's experience .. .. .	5 16 0	19 years and under 20 years .. .. .	7 5 6
4th year's experience .. .. .	7 13 0	20 years .. .. .	Minimum Wage
5th year's .. .. .	Minimum Wage		

  

PROPORTION (BY ANY EMPLOYER).		PROPORTION (BY ANY EMPLOYER).	
<i>Apprentices.</i>		No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.		No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.	
<i>Improvers.</i>		One improver to every five drivers receiving not less than the minimum wage.	
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.			

2. (C)

## APPRENTICES NOT ELSEWHERE INCLUDED.

						Rate.	Loading (Constant).	War Loading.	Total.
						Per Week.	Per Week.	Per Week.	Per Week.
						£ s. d.	s. d.	s. d.	£ s. d.
<i>Five-year Term—</i>									
First year	..	..	..	..	..	2 2 0	2 0	1 0	2 5 0
Second year	..	..	..	..	..	2 16 0	2 0	1 6	2 19 6
Third year	..	..	..	..	..	4 2 6	4 0	2 0	4 8 6
Fourth year	..	..	..	..	..	5 6 0	5 0	2 6	5 13 6
Fifth year	..	..	..	..	..	6 18 0	5 6	3 0	7 6 6
<i>Four-year Term</i>									
First year	..	..	..	..	..	2 9 6	2 0	1 0	2 12 6
Second year	..	..	..	..	..	3 10 0	3 0	1 6	3 14 6
Third year	..	..	..	..	..	5 6 0	5 0	2 6	5 13 6
Fourth year	..	..	..	..	..	6 18 0	5 6	3 0	7 6 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

*Saving.*

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

*Contract of Apprenticeship.*

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

*Probationary Period.*

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

*Tuition During Apprenticeship.*

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

*During the first year :* Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

*During the second year :* Breaking up hindquarter of beef and hanging same and boning.

*During the third year :* Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

*During the fourth and fifth years :* Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

*During the first year :* Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

*During the second year :* Pelting and legging sheep and necking off; dressing pigs and calves.

*During the third year :* Grounding; backing off; sawing down.

*During the fourth and fifth years :* Quartering; making tallow; caring for hides; care of yards generally.

*Period of Apprenticeship.*

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

*Wages.*

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

*Conditions of Employment.*

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

- (a) After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.



(iv) The wage rates of unapprenticed junior labor shall be as follows :—

	Rate.					Loading (Constant).	War Loading.	Total.
	Per Week.					Per Week.	Per Week.	Per Week.
	£ s. d.					s. d.	s. d.	£ s. d.
First year .. .. .	2	9	6			2	0	2 12 6
Second year .. .. .	3	3	6			2	6	3 7 0
Third year .. .. .	4	6	0			4	0	4 12 0
Fourth year .. .. .	5	17	6			4	6	6 4 6
Fifth year .. .. .	7	0	0			6	0	7 9 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

*Proportion of Apprentices and Improvers.*

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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**No. 384]**

**TUESDAY, MAY 16.**

**[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 May, 1950.

Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### CEMENT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 9 of the 9th January, 1950, shall be replaced by the following clause:—

2.

#### WAGES.

#### APPRENTICES AND IMPROVERS.

	(a) CEMENT WORKS.		
	Wages per Week.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	58 9	2 0	60 9
Under 17 years of age .. .. .	73 0	2 9	75 9
Under 18 years of age .. .. .	83 9	3 3	87 0
Under 19 years of age .. .. .	101 6	4 0	105 6
Under 20 years of age .. .. .	114 3	4 3	118 6
Under 21 years of age .. .. .	130 3	5 0	135 3

#### QUARRY.

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

#### Apprentices.

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

#### Improvers

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

## OTHER EMPLOYEES (MALES).

a)	Cement Works.	Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cement Burner .. .. .		175 0	6 0	181 0
Tester on Slurry Controls .. .. .		170 0	6 0	176 0
Miller .. .. .		167 6	6 0	173 6
Coal Drier .. .. .		167 6	6 0	173 6
Potash plant attendant .. .. .		166 0	6 0	172 0
Loader in railway trucks at bagging sheds .. .. .		172 0	6 0	178 0
Machine Bag Filler .. .. .		172 0	6 0	178 0
Electrostatic Precipitator Attendant .. .. .		162 6	6 0	168 6
Pipe Line Attendant .. .. .		155 0	6 0	161 0
Slurry Tank Attendant .. .. .		162 6	6 0	168 6
Mammoth Crusher Attendant .. .. .		175 6	6 0	181 6
Mammoth Crusher Assistant .. .. .		158 0	6 0	164 0
Truck Trimmer .. .. .		153 0	6 0	159 0
Truck Cleaner .. .. .		151 0	6 0	157 0
Cleaner (other) .. .. .		149 0	6 0	155 0
Truck Tarper .. .. .		155 0	6 0	161 0
Mill Room Helper .. .. .		154 0	6 0	160 0
Centrifuge Operator .. .. .		158 0	6 0	164 0
Potash Residue Attendant .. .. .		157 0	6 0	163 0
Experienced Factory Operative .. .. .		151 6	6 0	157 6
Train Attendant .. .. .		157 6	6 0	163 6
All others .. .. .		143 0	6 0	149 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

b)	Quarries.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Powder Monkey .. .. .		182 0	6 0	188 0
Jack Hammerman .. .. .		182 0	6 0	188 0
Platelayer .. .. .		168 6	6 0	174 6
Bankman .. .. .		168 6	6 0	174 6
Underground Drainer .. .. .		201 0	6 0	207 0
Underground Quarryman .. .. .		180 0	6 0	186 0
Pump Attendant .. .. .		173 6	6 0	179 6
Signal Attendant .. .. .		160 0	6 0	166 0
Leverman .. .. .		157 6	6 0	163 6
Dump Man .. .. .		157 6	6 0	163 6
String Puller .. .. .		155 0	6 0	161 0
Switch Attendant .. .. .		155 0	6 0	161 0
Dray Attendant .. .. .		157 0	6 0	163 0
All others .. .. .		150 0	6 0	156 0

## LEADING HANDS.

(c) In addition to the appropriate wages rate proscribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men .. .. .	1/- per day.
If in charge of 5 to 8 men .. .. .	1/6 per day.
If in charge of 9 men or more .. .. .	2/- per day.

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



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**No. 385]**

**TUESDAY, MAY 16.**

**[1950]**

Factories and Shops Acts.

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Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 22 of the 11th January, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
			<i>s. d.</i>		Wages.		
1st year	..	..	36 0		Within the Metropolitan District.		All Other Parts of Victoria.
2nd year	..	..	42 0		Per Hour.	Per Week.	
3rd year	..	..	50 0		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
4th year	..	..	59 0	(a) In or about a cemetery.	4 2 <sup>11</sup> / <sub>20</sub>	168 6	4 1 <sup>13</sup> / <sub>20</sub> 165 6
5th year	..	..	73 6	Grave diggers ..	3 9 <sup>9</sup> / <sub>10</sub>	153 0	3 9 150 0
				All others ..			
					THROUGHOUT THE STATE.		
					Per Hour.	Per Week.	
				(b) In or about a crematorium.	<i>s. d.</i>	<i>s. d.</i>	
				* Operator in charge ..	4 6 <sup>3</sup> / <sub>4</sub>	182 0	
				Other operator ..	4 2 <sup>11</sup> / <sub>20</sub>	168 6	
				All others ..	3 9 <sup>9</sup> / <sub>10</sub>	153 0	

#### PROPORTION (WITHIN ANY PLACE).

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

\* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed for an Operator in Charge whilst he is so required to act.

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

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Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## COAL MINERS BOARD.

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

2.

### WAGES.

Minors.				Adult Persons.			
Surface Workers.				Surface Workers.			
Age.	Per Day Shift.			All adults—*28s. 3d. per day shift.			
	Wages.	War-time Loading.	Total.	Underground Workers.			
	s. d.	d.	s. d.				Per Da Shift. s. d.
14 years	.. 9 5	3	9 8	Shaft sinkers	.. ..	..	32 6
15 "	.. 11 9	4	12 1	Timber drawers	.. ..	..	33 6
16 "	.. 14 2	5	14 7	Shiftmen	.. ..	..	31 3
17 "	.. 17 3	6	17 9	Platmen	.. ..	..	31 3
18 "	.. 20 0	7	20 7	Assistant platmen	.. ..	..	29 7
19 "	.. 23 0	8	23 8	Set runners (riding or walking)	.. ..	..	30 11
20 "	.. 25 10	9	26 7	Jigmen	.. ..	..	30 11
				Wheelers (hand wheeling or using one horse)	.. ..	..	29 11
				Wheelers (using two horses)	.. ..	..	31 6
				Examiners	.. ..	..	33 6
				Contract miners' minimum wage	.. ..	..	31 8
				Miners working on coal and/or brushing	.. ..	..	31 8
				Persons employed in stone-drives	.. ..	..	31 3
				Probationary miners	.. ..	..	31 3
				Machine-men (including assistant)	.. ..	..	33 0
				Shiftmen acting as examiners	.. ..	..	32 3
				Ventilation stopping builders	.. ..	..	32 3
				Ventilation stopping builders' assistants	.. ..	..	29 11
				Persons not provided for otherwise	.. ..	..	29 11

\* Including 1/- war-time loading.

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

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

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







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Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 288 of the 14th April, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.		
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.		
					Within the Metro- politan District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
				Males.	Females.	
				s. d.	s. d.	
Under 16 years ..	..	..	..	40 6	34 6	
16 years ..	..	..	..	63 6	46 6	
17 " ..	..	..	..	86 0	56 0	
18 " ..	..	..	..	109 0	66 0	
19 " ..	..	..	..	131 6	77 0	
20 " ..	..	..	..	150 0	87 0	

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.

PROPORTION (IN ANY SHOP OR PLACE).

APPRENTICES.

*Males.*

One male apprentice to every three or fraction of three male persons receiving not less than 17s. per week of 40 hours.

*Females.*

One female apprentice to every three or fraction of three female persons receiving not less than 12s. 6d. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.

IMPROVERS

*Males.*

Two male improvers to one	} male persons receiving not less than 17s. per week of 40 hours.
Four " " " two	
Five " " " three	
Six " " " four	
Seven " " " five	
Eight " " " six	
Nine " " " seven	
Ten " " " eight	

and thereafter one additional male improver to every two or fraction of two additional.

MALES.			s. d.	s. d.
Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department ..	199	0	196	0
Salesmen .. .. .	174	0	171	0
Persons employed in the parcels or country order office, or as packers, porters, or storemen ..	174	0	171	0

Improvers.	Other Employees.		
	Wages per Week of 40 Hours.		
		Within the Metro- politan District the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.

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



# VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, MAY 16.

[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 May, 1950.

Dated at Melbourne, this  
15th day of May, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 285 of the 14th April, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			

