



VICTORIA
GOVERNMENT GAZETTE.

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No. 463]

THURSDAY, MAY 25.

[1950

Factories and Shops Acts.

DETERMINATION OF THE CANTEEN WORKERS 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 which has the power 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 jurisdiction of any Wages Board heretofore appointed) engaged in or in connexion with the supply of goods, food, drink, or meals to workers in manufacturing, trading, or commercial undertakings”, has made the following Determination, namely:—

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

(a)	WAGES. Improvers.*						
	Male.		Female.				
	£	s.	d.	£	s.	d.	
Under 17 years	2	16	3	Under 17 years	3	0	9
17 and under 18 years	3	16	9	17 and under 18 years	3	10	9
18 and under 19 years	4	16	9	18 and under 19 years	3	16	0
19 and under 20 years	6	0	9	19 and under 20 years	4	11	0
20 and under 21 years	7	3	9	20 and under 21 years	4	16	0

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

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

(b)	Adults.					
	Male.	Female.				
	£	s.	d.	£	s.	d.
Cook (Grade 1)	9	4	0	7	1	9
Cook (Grade 2)	8	4	0	5	12	3
Cook working alone	8	9	0	6	2	6
Supervisor	5	12	3	5	12	3
Attendant	7	15	6	4	19	6

HOURS FOR A WEEK'S WORK.

3. The number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

4. Times of beginning and ending work shall be within the hours prescribed by any Award, Determination or Agreement covering the majority of employees in the industry.

OVERTIME.

5. All times worked in excess of those prescribed by Clause 3 of this Determination shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

TERMS OF EMPLOYMENT.

6. (a) Employees (other than casuals) shall be engaged by the week and paid by the week.
 (b) Weekly employees to be entitled to a full week's wage shall be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.
 (c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery or other cause, proof of which shall be on the employer.
 (d) (i) Except in the case of misconduct by either employer or employee, weekly employees to terminate employment shall be entitled to or shall give one week's notice, or in lieu thereof, one week's wages shall be paid or forfeited, as the case may be.
 (ii) This shall not effect the right of the employer to dismiss any employee without notice for malingering, inefficiency or neglect of duty, and in such cases wages shall be paid up to time of dismissal only.
 (iii) If employment is terminated through any cause all monies due to the employee shall be paid on the day of termination.

CASUAL EMPLOYEES.

7. Casual employees, i.e., employees engaged by the hour shall, in the case of females, be paid at the rate of time and a third with a minimum of four hours each day up to a maximum of twenty hours per week, and for each hour thereafter in excess of twenty hours, at the ordinary wages rate, but not so as to exceed an ordinary week's wage.

MEAL BREAK.

8. A break of not less than half an hour and not more than one hour shall be allowed each day or shift for a meal which shall be provided free of cost to the employee.

ANNUAL HOLIDAYS.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

SICK LEAVE.

10. Employees (including casuals) shall be entitled to sick leave to the extent as provided by any Award, Determination or Agreement for the general body of employees in the industry in connexion with which they are employed, at the rate of wage they would have received had they been working.
 Provided that the sick leave shall not exceed 40 hours of working time in any year.

UNIFORMS.

11. Uniforms shall be supplied free of cost to the employee.

GENERAL CONDITIONS.

12. Employees shall be entitled to the same terms and conditions as regards—

- Public Holidays,
- Special Rates for Saturdays, Sundays and Holidays,
- Right of Entry of Union Officials,
- Time and Wages Book, and
- Shift Work.

as those provided by any Award, Determination or Agreement for the general body of employees in the industry in connexion with which they are employed: Provided that if such Award, Determination or Agreement does not make provision for casual employees, then such casual employees shall not be entitled to payment for Public Holidays.

DEFINITIONS.

13. "Cook (Grade 1)" means a cook who is in charge of one or more cooks, and substantially directs operations in the kitchen.
 "Cook (Grade 2)" means a cook working under the supervision of a cook (Grade 1).
 "Cook working alone" means a cook working without other cooks, and substantially in charge of kitchen operations.
 "Supervisor" means a female employee who supervises the work of other employees.
 "Attendant" means an employee (whether male or female) who, except otherwise defined, is engaged in or in connexion with the supply of goods, food, drinks or meals in canteens to workers employed in manufacturing, trading or commercial undertakings.

PERIODICAL ADJUSTMENT OF WAGES.

14. 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 15. Provided that the wages of adult females and improvers 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 threepence, half or less than half of threepence to be disregarded.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 11 0	6 0	6 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

- 15 (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 August, 1950, the amounts of the Basic Wage shall be as prescribed in clause 14.
 (c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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.

P. A. RANGLES, J.P., Chairman.
 J. V. WILLOX, Secretary.

Melbourne, 21st April, 1950.

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THURSDAY, MAY 25.

[1950

Factories and Shops Acts.

DETERMINATION OF THE SOFTGOODS—WHOLESALE—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 employed selling softgoods in wholesale warehouses" has made the following Determination, namely:—

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

2.

Apprentices or Improvers.							Other Employees.	
Wages per Week of 40 Hours.							Wages per Week of 40 Hours.	
Experience.	Commencing Age.						s. d.	
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>								
1st year ..	48 3	48 3	64 3	72 3	96 6	140 6		
2nd " ..	64 3	72 3	80 3	108 6	140 6	..		
3rd " ..	77 9	91 0	118 0	140 6	..	..
4th " ..	93 9	120 9	140 6	..	..	..
5th " ..	113 9	140 6	..	..	..	..
6th " ..	140 6	..	..	..	..	..
<i>Females.</i>								
1st year ..	36 0	36 0	48 3	54 3	72 3	105 6		
2nd " ..	48 3	54 3	60 3	81 6	105 6	..		
3rd " ..	58 3	68 6	88 3	105 6	..	..
4th " ..	70 3	90 6	105 6	..	..	..
5th " ..	85 3	105 6	..	..	..	..
6th " ..	105 6	..	..	..	..	..

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	One apprentice to three or fraction of three workers receiving not less than the minimum wage.
<i>Improvers.</i>	One improver to each worker receiving not less than the minimum wage.

HOURS OF EMPLOYMENT.	
3. The hours to be worked in any one week shall be 40.	
The normal daily periods of work shall not commence before 8.30 a.m., and shall finish not later than 5.30 p.m., Monday to Friday, and 12.30 p.m. on Saturday.	
OVERTIME.	
4. All work done outside the said normal periods, and all work done in excess of 40 hours per week within the said normal periods, shall be overtime, and shall be paid for at the rate of time and a half.	
MEAL INTERVAL.	
5. From Monday till Friday, both days inclusive, all employees shall be allowed a daily luncheon interval from 1 p.m. to 1.45 p.m.	

<i>Males.</i>	s. d.
Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department	200 0
Salesmen and all employees assisting in sales	189 0
<i>Females.</i>	
Females employed in Millinery, Mantles, Corsets, Under-clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	150 0
Other saleswomen	141 9
Females employed in any other Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	200 0
Other saleswomen	189 0

MEAL MONEY.

6. Any employee required to work after 6.30 p.m. shall be paid not less than 4s. meal money in addition to the overtime rates as prescribed for in this Determination.

TERMINATION OF EMPLOYMENT.

7. Except where the conduct of an employee justifies instant dismissal, 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 three months or more.

NOTICE OF INTENTION TO RATION.

8. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

9. 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 PAY.

10.—(a) Any employee not attending for duty who has had not less than twelve months' continuous service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her 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 six days in any one calendar year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed 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 eighteen days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 22nd April, 1946, shall be disregarded.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

11. The special rates for all work done on Sundays or the undermentioned public holidays shall be—

Sunday	.. .. .	Double time.
New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day,	.. .. .	.. .. .
King's Birthday, Christmas Day, and Boxing Day	.. .. .	Double time.

But if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

UNIFORMS.

12. Where any employee is required to wear any special uniform, dress, frock, overall, or dustcoat, such garment or garments shall be supplied by the employer and laundered free of cost to the employee. The garment or garments shall remain the property of the employer.

REST PERIOD.

13. A rest period of 10 minutes, at a time to be mutually arranged, shall be allowed employees during each morning.

REFERENCE.

14. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall apply only in the case of an employee who has been employed continuously for nine months or more.

TIME AND WAGES RECORDS.

15. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 for adult males and adult females "employed in any other departments" 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 7. Provided that the wages of other adult females shall be increased or decreased by 9d. for every 1s. increase or decrease in the basic wage and apprentices or improvers 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 threepence, half or less than half of threepence 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 11 0	s. d. 6 0	£ s. d. 6 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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 August, 1950, the amounts of the Basic Wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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 .037 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.

P. A. RANDELS, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 3rd May, 1950.



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No. 465]

THURSDAY, MAY 25.

[1950

Factories and Shops Acts.

DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

- (a) Clauses 1 to 16 inclusive apply to the Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shires of Doncaster and Tomplestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sobastopol; the township of Merbein; the township of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Doultta Galla Riding of the Shire of Keilor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.
- (b) Clause 1 and clauses 17 to 29 inclusive apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.
- (ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.
- (iii) The Board has prescribed a form of apprenticeship indenture.
- (iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.
- Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

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 employed in the trade of bread making or baking" has made the following Determination, namely:—

1. That on the 13th May, 1950, the Determination made on the 26th day of January, 1950, shall be revoked and replaced by this Determination, which shall be read as part of the Determination of this Board published in *Government Gazette* No. 145 of the 22nd day of February, 1950.

WITHIN THE AREA SET OUT IN NOTE (i) (a).

2. WAGES.—

* Apprentices.		* Improvers.		Other Employees.			
Per Week of 40 Hours.		Per Week of 40 Hours.		Per Hour.			
s. d.		£ s. d.		s. d.			
1st Year—		1st six months ..	} 8 14 10	Doughmakers ..	5 0 ¹ / ₅		
1st six months ..	43 3	2nd ..					
2nd ..	44 1	3rd ..					
2nd Year—		4th ..					
1st six months ..	47 5	5th ..					
2nd ..	53 2	6th ..					
3rd Year—		7th ..					
1st six months ..	60 8	8th ..					
2nd ..	71 9	and thereafter the minimum wage.		Foremen or single hands ..	Per Hour. s. d. 5 1 ¹ / ₂₀		
4th Year—		PROPORTION (within any factory or place).					
1st six months ..	83 8	One improver to every eight workers receiving not less than 197s. 4d. per week of 40 hours.					
2nd ..	98 0						
6th Year—							
1st six months ..	115 5						
2nd ..	134 0			All others engaged in the making and/or baking of bread ..	4 11 ¹ / ₅		
and thereafter the minimum wage.							
PROPORTION (within any factory or place).							
One apprentice to every three or fraction of three workers receiving not less than 197s. 4d. per week of 40 hours.							

* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE.—The rates shown in clause 2 herein include 14d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 16. Pro-rata of this amount has been included in the rates of apprentices and improvers.

WITHIN THE AREA SET OUT IN NOTE (I) (b).

17. WAGES.—		Apprentices.		Improvers.		Other Employees.	
	Per Week of 40 Hours.		Per Week of 40 Hours.				
	s. d.		£ s. d.				
1st Year—		1st year ..	..	Foremen or single hands ..	4s. 10 ¹⁹ / ₂₀ d. per hour, or 196s. 6d. per week of 40 hours.		
1st six months ..	41 1	2nd " ..	..	Makers or bakers of rye bread, Vienna bread, or rolls	} 4s. 8 ¹ / ₈ d. per hour, or 187s. 4d. per week of 40 hours.		
2nd " ..	42 2	3rd " ..	..	Doughmakers ..			
2nd Year—		4th " ..	..	Persons not provided for elsewhere in this Determination			
1st six months ..	44 7	PROPORTION (within any factory or place).					
2nd " ..	50 8	One improver to every eight workers receiving not less than 187s. 4d. per week of 40 hours.					
3rd Year—							
1st six months ..	57 8						
2nd " ..	67 9						
4th Year—							
1st six months ..	79 6						
2nd " ..	92 9						
5th Year—							
1st six months ..	109 5						
2nd " ..	127 10						
and thereafter the minimum wage.							
PROPORTION.							
One apprentice to every three or fraction of three workers receiving not less than 187s. 4d. per week of 40 hours.							

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 2nd May, 1950.



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THURSDAY, MAY 25.

[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
23rd day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

PAINTERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination made on the 7th February, 1950, and in force as from the beginning of the first pay period to commence on or after the 8th November, 1949, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops or joinery mills.

2. (i)

WAGES.

(a) Apprentices and Improvers.				(b) Other Employees.		
Apprentices Per Week of 40 hours.						
—	Adjustable Wage.	Loading.	Total Wage.	—	Per hour.	Per Week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year's experience	39 6	2 8	42 2	All classes of work	5 4½	215 0
2nd year's experience	53 0	5 4	58 4			
3rd year's experience	72 6	8 0	80 6			
4th year's experience	103 0	10 8	113 8			
5th year's experience	134 0	13 4	147 4			
Improvers.			Per Week of 40 hours.			
			<i>s. d.</i>			
1st year's experience	.. ..	.. ..	50 7			
2nd year's experience	.. ..	.. ..	70 0			
3rd year's experience	.. ..	.. ..	96 7			
4th year's experience	.. ..	.. ..	136 5			
5th year's experience	.. ..	.. ..	176 10			

WAGES—continued.

(a) Apprentices and Improvers.	(b) Other Employees.						
<p>PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i></p> <p>One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.</p> <p style="text-align: center;">* <i>Improvers.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">One improver to three</td> <td rowspan="4" style="width: 5%; vertical-align: middle;">}</td> <td rowspan="4" style="width: 25%; vertical-align: middle;">workers receiving not less than 215s. 0d. per week of 40 hours.</td> </tr> <tr> <td>Two improvers to six</td> </tr> <tr> <td>Three improvers to twelve and thereafter one additional improver to every twelve additional</td> </tr> <tr> <td></td> </tr> </table>	One improver to three	}	workers receiving not less than 215s. 0d. per week of 40 hours.	Two improvers to six	Three improvers to twelve and thereafter one additional improver to every twelve additional		
One improver to three	}			workers receiving not less than 215s. 0d. per week of 40 hours.			
Two improvers to six							
Three improvers to twelve and thereafter one additional improver to every twelve additional							

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

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day :

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(a) Apprentices and Improvers.	(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.																																								
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* Note.—The employment, within the Metropolitan District, of any improver is illegal.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne;		(ii) Within 5 Miles of the Post Office at Mildura;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
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(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	5 3½	211 6	5 5½	218 0	5 2½	208 6						
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing forming or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)	5 3½ 3 6	211 6 140 0	5 5½ 3 8	218 0 146 6	5 2½ 3 5	208 6 137 0						

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 10d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Clauses, other than clause 2 of Part I. and clause 2 of Part II. of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 467]

THURSDAY, MAY 25.

[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
23rd day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

2.

Wages per Week of 40 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) <i>Engineering and Brassworking Section.</i>			
Angle-iron smith	9 13 6	10 0 0	9 10 6
Annealer and/or case hardener	8 19 6	9 6 0	8 16 6
Brassfinisher (tradesman)	9 9 0	9 15 6	9 6 0
Brassfinisher (2nd class)	8 14 0	9 0 6	8 11 0
Brass polisher	8 7 0	8 13 6	8 4 0
Blacksmith's machinist	8 5 0	8 11 6	8 2 0
Brass-smith, coppersmith, or other smith	9 10 6	9 17 0	9 7 6
Fitter and/or turner	9 9 0	9 15 6	9 6 0
Fitter, turbine blade	9 13 6	10 0 0	9 10 6
Forger and/or faggoter	10 7 6	10 14 0	10 4 6
Heat treater	9 13 6	10 0 0	9 10 6
Inspector	10 4 6	10 11 0	10 1 6
Key-seating machinist	8 14 0	9 0 6	8 11 0
Locksmith	9 9 0	9 15 6	9 6 0
Machine setter	9 9 0	9 15 6	9 6 0
Machinist—1st class	8 14 0	9 0 6	8 11 0
Machinist—2nd class	8 5 0	8 11 6	8 2 0
Machinist—3rd class			
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	9 13 6	10 0 0	9 10 6
Motor cycle mechanic	9 4 6	9 11 0	9 1 6
Motor mechanic	9 9 0	9 15 6	9 6 0
Mould polisher	8 3 0	8 9 6	8 0 0
Patternmaker	10 2 0	10 8 6	9 19 0
Pipe fitter on low pressure work	8 14 0	9 0 6	8 11 0
Process worker	7 19 0	8 5 6	7 16 0
Refrigeration mechanic or serviceman	9 9 0	9 15 6	9 6 0
Safe maker and/or repairer (security work)	9 9 0	9 15 6	9 6 0
Scalemaker and/or adjuster	10 2 0	10 8 6	9 19 0
Scientific instrument maker	10 2 0	10 8 6	9 19 0
Toolmaker	9 13 6	10 0 0	9 10 6
Toolsmith			

Wages per Week of 40 Hours.—continued.

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

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 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 6.

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

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

In the trades of—

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

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

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

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

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

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

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

Period of Apprenticeship.

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—						
1st year	29	0 0	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	2 0	3 0	7 3 0	7 9 6	7 0 0
	plus 7s.					
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year	33	0 0	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	2 0	3 0	7 3 0	7 9 6	7 0 0
	plus 7s.					

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

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

Hours.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency 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 17 and 18 hereof respectively.

IMPROVERS.

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

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	25	0 0	0 9	1 13 6	1 15 0	1 12 6
2nd year	33	1 0	1 0	2 5 0	2 7 6	2 4 0
3rd year	50	1 6	1 6	3 8 6	3 11 6	3 7 0
4th year	83	2 0	2 3	5 13 0	5 18 6	5 10 6
5th year	100	2 0	3 0	7 2 0	7 8 6	6 19 0
	plus 6s.					

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

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

Wages per Week of 40 Hours.

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

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

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

Prohibited Occupations.

(d) Junior employees shall not be employed:—

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 468]

THURSDAY, MAY 25.

[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
23rd day of May, 1950.

RAY H. BEERS,
Secretary for Labour.

MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 281 of the 14th April, 1950, shall be replaced by the following clause:—

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	14	6	0
(ii) Each performance additional to the week's work	2	3	5
(A3) Principals—			
(i) Week's work	12	6	0
(ii) Each performance additional to the week's work	1	17	8
(A4) Week's work for other performers	10	14	0
(A5) Each performance additional to week's work	1	13	1
(A6) Pianist playing alone	12	6	0
(A7) Each performance additional to week's work	1	17	8
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 15s. 9d. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

	£	s.	d.
(A9) Leaders—each performance	2	14	6
(A10) Principals—each performance	2	4	2
(A11) Other performers—each performance	1	18	8
(A12) Pianist playing alone—each performance	2	4	2

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause B—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, or any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ia) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances	8	18	6
(B3) Additional performances (each) one sixth of the six performance rate.			
(B3A) Week's work of eight performances	11	11	8
(B3B) Additional performances (each) one-eighth of the eight performance rate.			
(B4) Week's work of twelve performances	12	13	6
(B5) For the first additional performance	1	8	0
For the second additional performance	1	12	11
For the third and each succeeding additional performance	2	2	8
(B6) Pianist playing alone—six performances	10	9	6
(B7) Each performance additional to week's work	1	17	0
(B8) Pianist playing alone—twelve performances	14	4	6
(B9) For the first additional performance	1	11	3
For the second additional performance	1	16	9
For the third and each succeeding additional performance	2	10	2
(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—8s. 7d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—11s. 4d. per hour with a minimum payment as for two hours.			

Casual Employees.

(B12) Each performance other than by pianist playing alone	1	17	2
(B13) Each performance by pianist playing alone	2	3	4

(C) PICTURE SHOWS.

Weekly Employees.

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(C2) Week's work of six performances	8	4	0
(C3) Each performance additional to week's work	1	9	5
(C4) Week's work of twelve performances	11	7	6
(C5) For the first additional performance	1	5	4
For the second additional performance	1	9	8
For the third and each succeeding additional performance	1	18	4
(C6) Pianist playing alone for six performances	9	15	0
(C7) Each performance additional to week's work	1	14	7
(C8) Pianist playing alone for twelve performances	12	18	6
(C9) For the first additional performance	1	8	8
For the second additional performance	1	13	8
For the third and each succeeding additional performance	2	4	9
(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—8s. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—10s. 4d. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(C12) Each performance	1	14	3
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(D) STAGE BANDS.

Weekly Employees.

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(D2) Week's work of six performances not to exceed 18 hours	6	19	0
(D3) Each performance additional to week's work	1	5	3
(D4) Week's work of six performances not to exceed 12 hours	4	15	7
(D5) Each performance additional to week's work	0	15	6
<i>Casual Employees.</i>			
(D6) Each performance of three hours	1	9	3
(D7) Each performance of two hours	0	18	2

(E) BRASS AND REED BANDS.

Casual Employees.

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours	1	5	3

(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

	£	s.	d.
(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	5	10	7
(F2) Each performance additional to week's work	0	18	0
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	8	4	0
(F4) Each performance additional to week's work	0	14	3
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	7	19	0
(F6) Each performance additional to week's work	1	8	7
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.			

Casual Employees.

(F10) An employee employed under (F1) not exceeding two hours shall be paid ..	1	1	2
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	1	14	3
(F12) An employee employed under (F5) not exceeding three hours shall be paid ..	1	13	3

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

Weekly Employees.

(G1) For the purpose of this sub-clause G—
A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G2) Week's work other than by pianist playing alone	8	11	0
(G3) Each performance additional to week's work	1	10	7
(G4) Week's work—pianist or other instrumentalist playing alone	9	13	0
(G5) Each performance additional to week's work	1	14	3

Casual Employees.

(G6) Each performance	1	15	8
(G7) Each performance—pianist or other instrumentalist playing alone	2	0	1

REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10)
A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday.
Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G9) Week's work of two performances	3	5	0
Week's work of three performances	4	19	11
Week's work of four performances	6	11	6
Week's work of five performances	7	19	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances	3	15	4
Week's work of three performances	5	12	1
Week's work of four performances	7	7	8
Week's work of five performances	8	10	10

(H) CABARETS AND BALLROOMS.

Weekly Employees.

(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	15	11	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	12	1	6

Casual Employees.

(H3) Each performance not to exceed five hours	3	7	2
(H4) Each performance not to exceed four hours	2	13	3
(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 3s. 4d. for each fifteen minutes or portion thereof.			
(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 3s. 2d. for each fifteen minutes or portion thereof.			

(I) COFFEE LOUNGES.

Weekly Employees.

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	11	3	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	10	18	2

Casual Employees.

(I3) Each performance not to exceed three hours	2	5	0
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(J) SKATING RINKS.
Weekly Employees.

(J1) For the purpose of this sub-clause J—	£ s. d.
(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.	
(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.	
(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.	
(J2) Week's work of six performances	8 4 0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	1 9 5
(J4) Week's work of twelve long performances	11 7 6
(J5) For the first additional performance	1 5 4
For the second additional performance	1 9 8
For the third and each succeeding additional performance	1 18 4
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	9 4 0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	0 15 11
Casual Employees.	
(J8) Each performance	1 14 3

(K) CASUAL EMPLOYEES GENERALLY.

- (i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.
- (ii) Casual rates shall be adjustable.

(L) ORGANISTS.

- (i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.
- (ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

	£ s. d.
(i) If three performances or less	extra 0 5 2
(ii) If four	extra 0 4 6
(iii) If five	extra 0 3 11
(iv) If six or more	extra 0 3 3
(v) If six or more—picture shows	extra 0 3 0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

	£ s. d.
(i) If three performances or less	extra 0 3 2
(ii) If four	extra 0 2 9
(iii) If five	extra 0 2 5
(iv) If six or more	extra 0 2 0
(v) If six or more—picture shows	extra 0 1 9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

	£ s. d.
(i) If three performances or less	extra 0 3 6
(ii) If four	extra 0 3 0
(iii) If five	extra 0 2 6
(iv) If six or more	extra 0 2 0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

(N1) Where orchestra is required to perform on the stage in view of the audience—

	£ s. d.
(i) For each musician, per performance	extra 0 3 3
(ii) Picture shows—for each musician per performance	extra 0 2 6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	£ s. d.
(i) For such musician, per performance	extra 0 3 11
(ii) Picture shows—for such musician, per performance	extra 0 3 0

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	£ s. d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—	
(i) Commencing before 3 p.m., not to exceed two hours	0 15 2
(ii) Commencing before 3 p.m., not to exceed three hours	1 1 8
(iii) Commencing at or after 3 p.m., not to exceed two hours	0 18 5
(iv) Commencing at or after 3 p.m., not to exceed three hours	1 9 7
(O2) In any other work—	
(i) Commencing before 3 p.m., not to exceed two hours	0 11 11
(ii) Commencing before 3 p.m., not to exceed three hours	0 15 2
(iii) Commencing at or after 3 p.m., not to exceed two hours	0 15 2
(iv) Commencing at or after 3 p.m., not to exceed three hours	1 1 8
(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.	

Other Employees.

	£	s.	d.
(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	12	6	0
(ii) Weekly employee, for each hour over 30 in the week	0	8	4
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	10	0
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	10	9	6
(ii) Weekly employee, for each hour over 30 in the week	0	7	2
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	8	4

(P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

	£	s.	d.
(P1) Employee required to supply music extra	0	15	0

Casual Employees.

(P2) Employee so required—per performance extra	0	5	0
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(Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows:—

Broadcasts from a Place of Entertainment.

	£	s.	d.
(i) Broadcast in one State only—per performance extra	0	5	0
(ii) Relayed to one other State—per performance extra	0	9	5
(iii) Relayed to two other States—per performance extra	0	13	4
(iv) Relayed to three other States—per performance extra	0	16	6
(v) Relayed to four other States—per performance extra	0	19	2
(vi) Relayed to five other States—per performance extra	1	1	3

(R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

(U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

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



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THURSDAY, MAY 25.

[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

23rd day of May, 1950.

RAY. H. BEERS,

Secretary for Labour.

STATIONERY BOARD.

Clauses 2, 2, and 4 of the Determination published in *Government Gazette* No. 1023 of the 29th November, 1949, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		£ s. d.
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) ..	9 15 0
2	Edge gilder	9 15 0
3	Guillotine machine operator	8 15 6
4	Tag machinist where machine has printing attachment	9 6 0
5	Tag machinist	8 10 0
6	Cutter from reel and/or slitter	8 5 0
7	Cutter from reel and/or slitter, if cutting or slitting— (a) Printed, creped, or embossed paper, or papers coated with gum or other adhesive	8 8 6
	(b) Paper into rolls for recording machines or wrapping machines, or machines similar to these machines	8 8 6
8	Envelope angle cutter	9 0 6
9	Envelope angle cutter who has to mark out	9 6 0
10	Envelope cutter and/or die cutter	8 8 6
11	Envelope cutter and/or die cutter who has to mark or lay out	8 12 6
12	Cutter of playing cards	8 8 6
13	Doyley machinist	8 12 6
14	Surface coater	8 8 6
15	Colour mixer for surface coating	8 1 0
16	Calenderer	8 5 0
17	Brusher	8 5 0
18	Water-proofer	8 5 0
19	Plate roller of paper or board	8 5 0
20	Employee working pasteboard machine	8 10 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	9 15 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously	8 8 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A" Adult Males—continued.</i>		£ s. d.
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	8 5 0
24	Toilet roll automatic core making machines	8 8 6
25	Toilet paper crepeing machinist	8 8 6
26	Toilet roll slitting and rewinding machinist	8 8 6
27	Toilet paper oval roll slotting machinist	8 5 0
28	Any other adult male	7 13 0
29	An employee working on a night shift for a week shall be paid 10s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery	4 18 0
2	Female embosser	4 19 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	5 2 0
	(b) from nine to fifteen employees (both inclusive)	5 13 6
	(c) over fifteen employees	6 1 0
4	Females employees not otherwise specified	4 6 6

NOTE.—See clause 35 (g) *re* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

		Third Column. Weekly Wage.
		£ s. d.
1	Under 15 years of age	1 13 3
2	Between 15 and 16 years of age	2 1 3
3	Between 16 and 17 years of age	2 13 6
4	Between 17 and 18 years of age	3 11 6
5	Between 18 and 19 years of age	4 10 0
6	Between 19 and 20 years of age	5 9 3
7	Between 20 and 21 years of age	6 9 0

Where the work is performed by a male apprentice—

		Third Column. Weekly Wage.
		£ s. d.
8	First year	1 14 3
9	Second year	2 5 6
10	Third year	2 19 3
11	Fourth year	4 0 0
12	Fifth year	5 0 6
13	Sixth year	6 19 0
14	A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

		Third Column.
		Weekly Wage.
		£ s. d.
1	First year's experience	1 13 0
2	Second year's experience	2 0 0
3	Third year's experience	2 10 9
4	Fourth year's experience	3 1 0
5	Fifth year's experience	3 19 6
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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





VICTORIA GOVERNMENT GAZETTE.

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No. 470]

THURSDAY, MAY 25.

[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
23rd day of May, 1950.

RAY H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2 to 5 inclusive of the Determination published in *Government Gazette* No. 149 of the 12th March, 1948, shall be replaced by the following clauses:—

2.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES.						
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman	183 0	6 0	189 0	180 0	6 0	186 0
Carpenter on maintenance work	183 0	6 0	189 0	180 0	6 0	186 0
Coremaker, jobbing	183 0	6 0	189 0	180 0	6 0	186 0
Die maker (see "toolmaker")						
Die setter	178 6	5 0	183 6	175 6	5 0	180 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	187 6	6 0	193 6	184 6	6 0	190 6
Electrical fitters	183 0	6 0	189 0	180 0	6 0	186 0
Electrical mechanic	183 0	6 0	189 0	180 0	6 0	186 0
Fitter and/or turner, tradesman	183 0	6 0	189 0	180 0	6 0	186 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	157 0	3 0	160 0	154 0	3 0	157 0
Jigmaker, in wood or metal	183 0	6 0	189 0	180 0	6 0	186 0
Machinist (metal), first class	183 0	6 0	189 0	180 0	6 0	186 0
Machinist (metal), second class	170 0	4 0	174 0	167 0	4 0	171 0
Machinist (metal), third class	162 0	3 0	165 0	159 0	3 0	162 0
Machinist (wood) (see "wood machinist")						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")						
Panel worker, tradesman	183 0	6 0	189 0	180 0	6 0	186 0
Pattern maker	197 0	5 0	202 0	194 0	5 0	199 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	187 6	6 0	193 6	184 6	6 0	190 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	183 0 170 0	6 0 4 0	189 0 174 0	180 0 167 0	6 0 4 0	186 0 171 0
Saw doctor	187 6	6 0	193 6	184 6	6 0	190 6
Smith, tradesman	184 6	6 0	190 6	181 6	6 0	187 6
Template maker	189 0	6 0	195 0	186 0	6 0	192 0
Tool maker, tool hardener, and die maker (in wood or metal)	192 0	10 0	202 0	189 0	10 0	199 0
Tradesman, the greater part of whose time is occupied marking off	187 6	6 0	193 6	184 6	6 0	190 6
Trimmer, tradesman (on development work)	182 0	6 0	188 0	180 0	6 0	186 0
Turner (see "Fitter and/or turner").						
Welder, first class	187 6	5 0	192 6	184 6	5 0	189 6
Welder, second class	172 0	4 0	176 0	169 0	4 0	173 0
Welder, third class	162 0	3 0	165 0	159 0	3 0	162 0
Welder, fourth class	157 6	3 0	160 6	154 6	3 0	157 6
Wood machinist, first class	178 6	5 0	183 6	175 6	5 0	180 6
Production.						
Acid washer	187 0	3 0	170 0	184 0	3 0	167 0
Air hammer operator	172 0	4 0	176 0	169 0	4 0	173 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	159 0	3 0	162 0	156 0	3 0	159 0
Assembler (aero engine)	183 0	6 0	189 0	180 0	6 0	186 0
Assembler and/or wiper, chassis	166 0	3 0	169 0	163 0	3 0	166 0
Assembler, cushion and squab spring	163 0	3 0	166 0	160 0	3 0	163 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	172 0	4 0	176 0	169 0	4 0	173 0
Assembler of bodies or parts of bodies "on the line"	178 6	5 0	183 6	175 6	5 0	180 6
Assembler of chassis parts independently of main assembly	166 0	3 0	169 0	163 0	3 0	166 0
Assembler, windscreen frame	163 0	3 0	166 0	160 0	3 0	163 0
Axle maker	183 0	6 0	189 0	180 0	6 0	186 0
Axle turner	183 0	6 0	189 0	180 0	6 0	186 0
Band and/or jig sawyer, trim	172 0	4 0	176 0	169 0	4 0	173 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	174 0	5 0	179 0	171 0	5 0	176 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	162 0	3 0	165 0	159 0	3 0	162 0
Body maker, first class	183 0	6 0	189 0	180 0	6 0	186 0
Body maker, second class	178 6	5 0	183 6	175 6	5 0	180 6
Body mounter	166 0	3 0	169 0	163 0	3 0	166 0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	170 6 162 0	4 0 3 0	174 6 165 0	167 6 159 0	4 0 3 0	171 6 162 0
Chassis assembler (see "Assembler").						
Checker (chassis assembly and/or vehicle pre-delivery)	173 0	4 0	177 0	170 0	4 0	174 0
Cold setter	165 0	3 0	168 0	162 0	3 0	165 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	178 6	5 0	183 6	175 6	5 0	180 6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	178 6	5 0	183 6	175 6	5 0	180 6
Dipper and hanger (paint)	156 0	3 0	159 0	153 0	3 0	156 0
Dipper, solder or tin	162 0	3 0	165 0	159 0	3 0	162 0
Driller	158 0	3 0	161 0	155 0	3 0	158 0
Driller	160 0	3 0	163 0	157 0	3 0	160 0
Driller	162 0	3 0	165 0	159 0	3 0	162 0
Drop hammer smith— (a) When dies are not used (b) When dies are used	184 6 162 0	6 0 3 0	190 6 165 0	181 6 159 0	6 0 3 0	187 6 162 0

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—<i>continued.</i>						
Production—<i>continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	157 6	3 0	160 6	154 6	3 0	157 6
Edge turner (see "Panel edge trimmer").						
Electric machine outter (trim)	172 0	4 0	176 0	169 0	4 0	173 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	183 0	6 0	189 0	180 0	6 0	186 0
Electroplater, second class	170 0	4 0	174 0	167 0	4 0	171 0
Electroplater, third class	155 0	3 0	158 0	152 6	3 0	155 6
Enameller, bow socket	159 6	3 0	162 6	156 6	3 0	159 6
Enameller in colours and/or varnisher (finishing coat brush)	178 6	5 0	183 6	175 6	5 0	180 6
Folding machine operator	163 0	3 0	166 0	160 0	3 0	163 0
Frame operative (cushion and squabs)	163 0	3 0	166 0	160 0	3 0	163 0
Furnace brazor	170 6	4 0	174 6	167 6	4 0	171 6
Furnaceman	162 0	3 0	165 0	159 0	3 0	162 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	172 0	4 0	176 0	169 0	4 0	173 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	162 0	3 0	165 0	159 0	3 0	162 0
Grinder and/or buffer (metal) using portable machine	167 0	3 0	170 0	164 0	3 0	167 0
Guillotine machinist	163 0	3 0	166 0	160 0	3 0	163 0
Hammer driver, steam, pneumatic, or other power	157 6	3 0	160 6	154 6	3 0	157 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	152 0	3 0	155 0	149 0	3 0	152 0
Labourer assisting without using tools (chassis assembly)	152 0	3 0	155 0	149 0	3 0	152 0
Liner	178 6	5 0	183 6	175 6	5 0	180 6
Machinist (metal), first class	183 0	6 0	189 0	180 0	6 0	186 0
Machinist (metal), second class	170 0	4 0	174 0	167 0	4 0	171 0
Machinist (metal), third class	162 0	3 0	165 0	159 0	3 0	162 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	170 6	4 0	174 6	167 6	4 0	171 6
Marker-out or scriber (using patterns or templates)	161 0	3 0	164 0	158 0	3 0	161 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher and/or grinder	164 0	3 0	167 0	161 0	3 0	164 0
Painter, coach (brush)	178 6	5 0	183 6	175 6	5 0	180 6
Painter, spray (on coats other than priming)	178 6	5 0	183 6	175 6	5 0	180 6
Painter, spray and/or brush (on prime coats)	167 0	3 0	170 0	164 0	3 0	167 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	159 6	3 0	162 6	156 6	3 0	159 6
Painter's labourer	154 0	3 0	157 0	151 0	3 0	154 0
Panel beater, first class	183 0	6 0	189 0	180 0	6 0	186 0
Panel beater, second class	178 6	5 0	183 6	175 6	5 0	180 6
Panel edge turner	170 0	4 0	174 0	167 0	4 0	171 0
Panel fixer, metal	163 0	3 0	166 0	160 0	3 0	163 0
Panel machinist (other)	162 0	3 0	165 0	159 0	3 0	162 0
Panel worker, dent knocker and/or metal finisher	178 6	5 0	183 6	175 6	5 0	180 6
Paster (trim)	164 0	3 0	167 0	161 0	3 0	164 0
Petrol tank operative	164 0	3 0	167 0	161 0	3 0	164 0
Pickler	162 0	3 0	165 0	159 0	3 0	162 0
Plate glass beveller	174 0	5 0	179 0	171 0	5 0	176 0
Plate glass outter	174 0	5 0	179 0	171 0	5 0	176 0
Plate glass drillor	174 0	5 0	179 0	171 0	5 0	176 0
Plate glass grinder	159 6	3 0	162 6	156 6	3 0	159 6
Pleat stuffer	162 0	3 0	165 0	159 0	3 0	162 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	170 0	4 0	174 0	167 0	4 0	171 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	171 0	4 0	175 0	168 0	4 0	172 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	156 0	3 0	159 0	153 0	3 0	156 0
Press operator (light)	161 0	3 0	164 0	158 0	3 0	161 0
Process worker	156 0	3 0	159 0	153 0	3 0	156 0
Riveter on motor truck or wagon body	178 6	5 0	183 6	175 6	5 0	180 6
Riveter, chassis	166 0	3 0	169 0	163 0	3 0	166 0
Riveter, other (up to and including 3/4-in. rivet)	163 0	3 0	166 0	160 0	3 0	163 0
Rotary buff operator—						
(a) While doing dent knocking	178 6	5 0	183 6	175 6	5 0	180 6
(b) While not doing dent knocking on the line	172 0	4 0	176 0	169 0	4 0	173 0
Rotary shearing machinist	170 0	4 0	174 0	167 0	4 0	171 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	158 0	3 0	161 0	155 0	3 0	158 0
Screw and/or tapper	157 6	3 0	160 6	154 6	3 0	157 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up")						

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warramboul Post Offices; 5 miles of Chief Post Office at Mildura and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
<i>MALES—continued.</i>						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	162 0	3 0	165 0	159 0	3 0	162 0
Smith tradesmen	184 6	6 0	190 6	181 6	6 0	187 6
Solderer, "on the line"	178 6	5 0	183 6	175 6	5 0	180 6
Solderer not "on the line"	172 0	4 0	176 0	169 0	4 0	173 0
Solderer (on other than body work)	172 0	4 0	176 0	169 0	4 0	173 0
Spotter and/or touch-up	178 6	5 0	183 6	175 6	5 0	180 6
Spray painter (see "Painter, spray").						
Spring fitter	183 0	6 0	189 0	180 0	6 0	186 0
Spring maker, cushion and squab	178 6	5 0	183 6	175 6	5 0	180 6
Spring maker, laminated	183 0	6 0	189 0	180 0	6 0	186 0
Spring maker, spiral (by hand)	170 6	4 0	174 6	167 6	4 0	171 6
Spring service worker	162 0	3 0	165 0	159 0	3 0	162 0
Squab and/or cushion maker	178 6	5 0	183 6	175 6	5 0	180 6
Stopper-up	166 0	3 0	169 0	162 0	3 0	165 0
Stove attendant, electric	163 0	3 0	166 0	160 0	3 0	163 0
Strap maker	162 0	3 0	165 0	159 0	3 0	162 0
Stretching machine operator	163 0	3 0	166 0	160 0	3 0	163 0
Striker	157 0	3 0	160 0	154 0	3 0	157 0
Tapper (see "Scrower and/or tapper").						
Tester	162 0	3 0	165 0	159 0	3 0	162 0
Timber kiln attendant	154 0	3 0	157 0	151 0	3 0	154 0
Timber ordorman	161 0	3 0	164 0	158 0	3 0	161 0
Timber stacker	155 0	3 0	158 0	152 0	3 0	155 0
Toucher-up (see "Spotter and/or touch-up").						
Transfer grainer	165 0	3 0	168 0	162 0	3 0	165 0
Trimmer, sectional (on the line)	174 0	5 0	179 0	171 0	5 0	176 0
Trimmer, sectional (off line)	170 0	4 0	174 0	167 0	4 0	171 0
Trimmer, tradesman (including cutter by hand)	178 6	5 0	183 6	175 6	5 0	180 6
Tube maker	159 6	3 0	162 6	156 6	3 0	159 6
Tyro fitter	159 6	3 0	162 6	156 6	3 0	159 6
Uni-shear operator	162 0	3 0	165 0	159 0	3 0	162 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyceman	165 0	3 0	168 0	162 0	3 0	165 0
Washer using phenyl, petrol, kerosene, &c.	157 0	3 0	160 0	154 0	3 0	157 0
Welder, "A" grade	187 6	5 0	192 6	184 6	5 0	189 6
Welder, "B" grade	180 0	5 0	185 0	177 0	5 0	182 0
Welder, federal aluminium	172 0	4 0	176 0	169 0	4 0	173 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	172 0	4 0	176 0	169 0	4 0	173 0
Welder, electric spot and butt	163 0	3 0	166 0	160 0	3 0	163 0
Wet rubber and/or polisher (paint)	167 0	3 0	170 0	164 0	3 0	167 0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	178 6	5 0	183 6	175 6	5 0	180 6
Wood machinist, second class	170 0	4 0	174 0	167 0	4 0	171 0
Writer	183 0	6 0	189 0	180 0	6 0	186 0
<i>Horse-drawn Vehicles.</i>						
Axle maker	178 6	5 0	183 6	175 6	5 0	180 6
Axle turner	178 6	5 0	183 6	175 6	5 0	180 6
Grainer	178 6	5 0	183 6	175 6	5 0	180 6
Nave mortise and boring machinist	161 0	3 0	164 0	158 0	3 0	161 0
Nave turner	173 0	4 0	177 0	170 0	4 0	174 0
Signwriter	178 6	5 0	183 6	175 6	5 0	180 6
Spoke lather	173 0	4 0	177 0	170 0	4 0	174 0
Spoke planer	173 0	4 0	177 0	170 0	4 0	174 0
Spoke tenoner	173 0	4 0	177 0	170 0	4 0	174 0
Spoke throater	173 0	4 0	177 0	170 0	4 0	174 0
Timber bender	173 0	4 0	177 0	170 0	4 0	174 0
Wheelwright and wheel maker	178 6	5 0	183 6	175 6	5 0	180 6
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	183 0	6 0	189 0	180 0	6 0	186 0
Pitman	170 6	4 0	174 6	167 6	4 0	171 6
Wheel grinder	170 6	4 0	174 6	167 6	4 0	171 6
Wheel turner	183 0	6 0	189 0	180 0	6 0	186 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Acetylene generator operator in charge of installation	166 0	3 0	169 0	163 0	3 0	166 0
Driver of chassis and/or new vehicle	156 0	3 0	159 0	153 0	3 0	156 0
Case maker	159 6	3 0	162 6	156 6	3 0	159 6
Case repairer	156 0	3 0	159 0	153 0	3 0	156 0

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work:—

Working or attending the following machines:—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be:—

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	4	11 0
Thereafter	5	0 6

(b) The rates payable to females under the age of 21 years shall be:—

	Per Week of 40 Hours	
	£	s. d.
For the first six months	3	0 0
For the second six months	3	15 0
Thereafter until 21 years of age	4	10 0

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
 (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 (ii) Trimmer (Production).
 (iii) Axle maker.
 (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations:—

- (i) Electrical fitter.
 (ii) Electrical mechanic.
 (iii) Electro-plater, first class.
 (iv) Fitter and/or turner.
 (v) Metal machinist, first class.
 (vi) Pattern maker.
 (vii) Welder (first class only).
 (viii) Body maker, first class.
 (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 (x) Tradesman panel worker and panel beater (first class).
 (xi) Trimmer, development and/or repair work.
 (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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.

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.

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

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

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

Cancellation or Suspension of Indenture.

(f) 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.

(g) The training of apprentices to smithing, fitting, and turning or panel working 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.

The training of apprentices to body making or 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.

Wages.

(h) (a) Apprentices—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
Five-year terms—	s. d.	s. d.
First year	33 6	32 6
Second year	45 0	44 0
Third year	68 6	67 0
Fourth year	113 0	110 6
Fifth year	142 0	139 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	38 6	38 0
Second year	68 0	66 6
Third year	113 0	110 6
Fourth year	142 0	139 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at 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.

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

Sick Leave, Public Holidays, and Annual Leave.

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as proscribed by clauses 8, 13, and 14 hereof.

Hours.

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

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that 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.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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 served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(o) 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.

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

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

MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	35 0	34 0
16 years of age	49 6	48 6
17 " "	67 0	66 0
18 " "	84 6	83 0
19 " "	106 0	104 0
20 " "	127 0	124 0

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby proscribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate proscribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 471]

THURSDAY, MAY 25.

[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
23rd day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 618 of the 4th June, 1948, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	7 15 6	7 9 0	7 6 0
(2) Blacksmith	9 8 0	9 1 6	8 18 6
(3) Blacksmith's striker	8 1 0	7 14 6	7 11 6
(4) Boxes, crates and/or cases—			
(a) Cleaning and/or steaming	7 15 6	7 9 0	7 6 0
(b) Breaking up	7 17 0	7 10 6	7 7 6
(c) Spraying machinist	7 17 0	7 10 6	7 7 6
(d) Splicing machinist	7 17 0	7 10 6	7 7 6
(e) Printing machinist	7 18 6	7 12 0	7 9 0
(f) Munitions—ammunition box manufacture—employees not elsewhere included	8 0 0	7 13 6	7 10 6
(g) Lacing and wiring machinist	8 0 0	7 13 6	7 10 6
(h) Nailing machinist	8 1 0	7 14 6	7 11 6
(i) Cleating machinist	8 1 0	7 14 6	7 11 6
(j) Finishing	8 3 0	7 16 6	7 13 6
(k) Wire bound box making machinist	8 6 0	7 19 6	7 16 6
(l) Hoop ironing and/or wiring (bench hand)	8 9 0	8 2 6	7 19 6
(m) Making and/or repairing manual	8 9 0	8 2 6	7 19 6

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck	8 7 6	8 1 0	7 18 0
(6) Broad axeman and/or adzeman	9 11 0	9 4 6	9 1 6
(7) Bulldozer driver	9 8 0	9 1 6	8 18 6
(8) Cable drum and/or reel maker, assembler and/or finisher	8 10 6	8 4 0	8 1 0
(9) Carpenter, bush (as defined)	8 10 6	8 4 0	8 1 0
(10) Crane attendant or dogman—			
(a) working up to a height of 40 feet	7 17 0	7 10 6	7 7 6
(b) working at a height of over 40 feet	8 0 0	7 13 6	7 10 6
(11) Driver—			
(i) Bullock team, bush	9 0 6	8 14 0	8 11 0
(ii) Caterpillar or similar type of logging tractor	9 3 6	8 17 0	8 14 0
(iii) A tractor driver who in the course of his duties is required by his employer to perform mechanical and/or repair work exclusive of ordinary servicing shall be paid an additional 6s. per week .. .. .	..	..	..
(iv) Horse (bush)—			
(a) Driver of one or two horses	8 4 6	7 18 0	7 15 0
(b) Driver of three horses	8 9 0	8 2 6	7 19 6
(c) Driver of more than three horses	8 12 0	8 5 6	8 2 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday .. .. .	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday .. .. .	..	..	..
(12) Elevator and/or piler man in connexion with stacking or unstacking timber	7 18 6	7 12 0	7 9 0
(13) Faller	8 17 6	8 11 0	8 8 0
(14) Faller, head (as defined)	9 11 0	9 4 6	9 1 6
(15) Grinder, whose principal duty is grinding knives and cutters	9 5 0	8 18 6	8 15 6
(16) Guard (as defined)	8 17 6	8 11 0	8 8 0
(17) Kiln attendant (as defined)	8 0 0	7 13 6	7 10 6
(18) Kiln operator (as defined)	8 12 0	8 5 6	8 2 6
(19) Kiln supervisor (as defined)	9 3 6	8 17 0	8 14 0
(20) Labourer, experienced (as defined)	7 8 6	7 2 0	6 19 0
(21) Landing builder or repairer	8 0 0	7 13 6	7 10 6
(22) Landing builder or repairer (man in charge of)	8 10 6	8 4 0	8 1 0
(23) Loading or turning sleepers over 5 feet long	7 18 6	7 12 0	7 9 0
(24) Loading logs	7 19 6	7 13 0	7 10 0
(25) Log chuteman	8 0 0	7 13 6	7 10 6
(26) Log conveyorman	8 0 0	7 13 6	7 10 6
(27) Log yardman or skidman	8 0 0	7 13 6	7 10 6
(28) Machinists as set out hereunder—			
(i) "A" Grade	9 3 6	8 17 0	8 14 0
<p>A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—</p> <p>(a) Boulé's carver;</p> <p>(b) Buzzer and/or jointer (using other than straight knives and cutters);</p> <p>(c) Cross grainer;</p> <p>(d) Drum sander (four or more drums);</p> <p>(e) General joiner;</p> <p>(f) Linderman, gluer and joiner;</p> <p>(g) Lock angle machine;</p> <p>(h) Moulder;</p> <p>(i) Planer—3 heads or more (other than box);</p> <p>(j) Planer, box (four heads or more);</p> <p>(k) Router—working freehand;</p> <p>(l) Shaper (other than grooving and/or slotting in box and case making);</p> <p>(m) Spoke throater;</p> <p>(n) Tenoner—(using scribing irons) other than an automatic tenoner;</p> <p>(o) Trusser crozier;</p> <p>(p) Variety turning or automatic lathe—revolving head.</p> <p>An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.</p>			

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(ii) "B" Grade	8 8 6	8 2 0	7 19 0
A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—			
(a) Automatic lathe (other than revolving heads);			
(b) Borer (three or more spindles);			
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine.			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher	8 6 0	7 19 6	7 16 6
(b) Moulder (excluding the feeder on automatic feed table)	8 3 6	7 17 0	7 14 0
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade	7 18 6	7 12 0	7 9 0
(d) Boring machine (less than three spindles)	7 18 6	7 12 0	7 9 0
(29) Meal grinder	7 16 0	7 9 6	7 6 6
(30) Millwright (as defined)	9 12 6	9 6 0	9 3 0
(31) Offsider to ropeman or shoeman	7 17 0	7 10 6	7 7 6
(32) Offsider to logging tractor or bull-dozer driver logging with up to 40 feet of rope	8 7 6	8 1 0	7 18 0
(33) Operator employed on glueing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b))	9 0 6	8 14 0	8 11 0
(34) Orderman (as defined)	8 9 0	8 2 6	7 19 6
(35) Pine plantation employees—			
(a) Faller	8 10 6	8 4 0	8 1 0
(b) Loaders, trimmers, and employees cutting logs	8 1 6	7 15 0	7 12 0
(36) Plate layer	8 0 0	7 13 6	7 10 6
(37) Pulp wood cutter and/or splitter	8 3 0	7 16 6	7 13 6
(38) Rigger or tree climber	9 9 6	9 3 0	9 0 0
(39) River logman (as defined)	7 17 0	7 10 6	7 7 6
(40) Ropeman or shoeman	8 17 6	8 11 0	8 8 0
(41) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	9 12 6	9 6 0	9 3 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	9 12 6	9 6 0	9 3 0
(c) Stave cutting sawyer	9 0 6	8 14 0	8 11 0
(d) Sawyer who breaks down logs but does not cut planks to size	9 17 6	8 11 0	8 8 0
(e) Flitching frame sawyer	8 14 6	8 8 0	8 5 0
(f) No. 1 benchman	9 12 6	9 6 0	9 3 0
(g) No. 2 benchman	9 0 6	8 14 0	8 11 0
(h) No. 3 benchman	8 9 0	8 2 6	7 19 6
(i) No. 4 benchman	7 17 0	7 10 6	7 7 6
(j) Gang frame sawyer	8 10 6	8 4 0	8 1 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman)	8 7 6	8 1 0	7 18 0
(l) Ripper or crosscut, cutting wood blocks	7 17 0	7 10 6	7 7 6
(m) Roller re-cut band sawyer using blade over 3 inches in width	9 2 0	8 15 6	8 12 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	9 0 6	8 14 0	8 11 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	8 10 6	8 4 0	8 1 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) in Mildura and Gippsland Districts ; (d) at Warrnambool.		Elsewhere in the State.
		£ s. d.	£ s. d.	
(p) Circular sawyer if cutting a depth of or over 7½ inches	9 2 0	8 15 6	8 12 6	
(q) Circular sawyer if cutting a depth of under 7½ inches	8 10 6	8 4 0	8 1 0	
(r) Edger sawyer to log band sawyer	9 0 6	8 14 0	8 11 0	
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases	8 17 6	8 11 0	8 8 0	
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	8 17 6	8 11 0	8 8 0	
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	8 10 6	8 4 0	8 1 0	
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	8 10 6	8 4 0	8 1 0	
(u) Other breaking down bench sawyers	8 14 6	8 8 0	8 5 0	
(v) Frame sawyer if cutting a depth of or over 18 inches	8 12 0	8 5 6	8 2 6	
w) Frame sawyer if cutting a depth of less than 18 inches	8 6 0	7 19 6	7 16 6	
x) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	9 0 6	8 14 0	8 11 0	
(y) Detail band or jig sawyer if not brazing or sharpening his own saw	8 10 6	8 4 0	8 1 0	
(z) Sawyer cutting detail work	9 0 6	8 14 0	8 11 0	
(aa) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting)	8 12 0	8 5 6	8 2 6	
(ab) Cross-cut sawyer, cabinet furniture or joinery work	8 10 6	8 4 0	8 1 0	
(ac) Cross-cut sawyer, not provided for elsewhere herein	8 0 0	7 13 6	7 10 6	
(ad) Case or box-bench sawyer flattening off up to 2 inches in thickness	7 15 6	7 9 0	7 6 0	
(2) Dockermen and/or tallyman—				
(a) Dockerman and/or tallyman where two or more docking saws—				
(i) At main docking saw (as defined)	8 4 6	7 18 0	7 15 0	
(ii) At docking saw, other than main	7 15 6	7 9 0	7 6 0	
(iii) Responsible man at main docking saw	8 9 0	8 2 6	7 19 6	
(iv) Responsible man at docking saw other than main docking saw	8 0 0	7 13 6	7 10 6	
(b) Dockerman and/or tallyman where only one docking saw	8 0 0	7 13 6	7 10 6	
(3) Handlemen—				
(a) Handleman, No. 1 bench	8 4 6	7 18 0	7 15 0	
(b) Handleman, No. 2 bench	7 18 6	7 12 0	7 9 0	
(c) Handleman operating manual windlass hauling breaking down carriage	7 18 6	7 12 0	7 9 0	
(4) Header-in re-cut band saw	7 13 6	7 7 0	7 4 0	
(5) Levermen—				
(a) Leverman, No. 1 bench	7 18 6	7 12 0	7 9 0	
(b) Leverman, No. 2 bench	7 16 6	7 10 0	7 7 0	
(6) Pullers-out—				
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—				
(i) Single-handed on dead or manually operated roller	8 17 6	8 11 0	8 8 0	
(ii) On dead or manually operated roller where not single-handed	8 4 6	7 18 0	7 15 0	
(iii) Power-driven (other than manual power) or friction feed	7 18 6	7 12 0	7 9 0	
(b) Puller-out, No. 2 bench—				
(i) Single-handed on dead or manually operated roller	8 7 6	8 1 0	7 18 0	
(ii) On dead or manually operated roller where not single-handed	7 18 6	7 12 0	7 9 0	
(iii) Power-driven (other than manual power) or friction feed	7 16 6	7 10 0	7 7 0	
(c) Puller-out or assistant, No. 3 bench	7 13 6	7 7 0	7 4 0	
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	7 18 6	7 12 0	7 9 0	
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	7 18 6	7 12 0	7 9 0	
(7) Setters—				
(a) Setter on log band saw carriage	7 19 0	7 13 6	7 10 6	
(b) Setter on other saw carriages	7 18 6	7 12 0	7 9 0	

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(42) Saw doctor	10 1 6	9 15 0	9 12 0
(43) Saw sharpener (exclusively employed as such)	8 14 6	8 8 0	8 5 0
(44) Spar or plank road builder	7 18 6	7 12 0	7 9 0
(45) Splitter, packing	7 17 0	7 10 6	7 7 6
(46) Splitter of billets for staves	7 18 6	7 12 0	7 9 0
(47) Splitter, spoke, stave, and piling	8 3 0	7 16 6	7 13 6
(48) Splitter, pulp wood	8 3 0	7 16 6	7 13 6
(49) Spotter, at spot mills	8 17 6	8 11 0	8 8 0
(50) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet	7 10 6	7 4 0	7 1 0
(51) Stacker, for seasoning by means of stripping or other recognized method	7 18 6	7 12 0	7 9 0
(52) Storeman and packer (inclusive of war loading)	7 18 6	7 12 0	7 9 0
(53) Tallyman and/or measurer (as defined)	8 9 0	8 2 6	7 19 6
(54) Timber bender—			
(a) By hand	8 7 6	8 1 0	7 18 0
(b) Operating machine	8 13 6	8 7 0	8 4 0
(c) Who selects timber, improvises own forms and equipment and operates machine	9 3 6	8 17 0	8 14 0
(55) Timber grader (as defined)	8 1 6	7 15 0	7 12 0
(56) Tramway builder or repairer (as defined)	7 18 6	7 12 0	7 9 0
(57) Tramway builder or repairer (man in charge of)	8 9 0	8 2 6	7 19 6
(58) Trucker—Timber or log, on haulage by winch on tramline	8 4 6	7 18 0	7 15 0
(59) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	8 7 6	8 1 0	7 18 0
(60) Water dogman (as defined)	8 6 0	7 19 6	7 16 6
(61) Wood turner, using hand tools	9 3 6	8 17 0	8 14 0
(62) Crane drivers—			
Lofty cranes (as defined)	9 6 0	8 19 6	8 16 6
(63) All others	7 3 6	6 17 0	6 14 0

Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid:—

(a) Leading hand having under his supervision two to six employees	6s. per week
(b) Leading hand having under his supervision over six employees	12s. per week
(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom	6d. per hour

(b) Adult Male Employees engaged in the manufacture of plywood and veneers.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Casein or adhesive solution mixer	7 18 6	7 12 0	7 9 0
(2) Where he is required to mix, test, control, and check in operation and is responsible for its proper use	9 3 6	8 17 0	8 14 0
(3) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres	8 8 6	8 2 0	7 19 0
Centre feeder and/or core feeder and/or corelayer and/or assistants in glue spreading	7 18 6	7 12 0	7 9 0

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(5) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification	9 3 6	8 17 0	8 14 0
(6) Veneer joiners and/or repairers where the work is done by hand—			
With one year's experience	8 8 6	8 2 0	7 19 0
With less than one year's experience	7 18 6	7 12 0	7 9 0
(7) Tapeless veneer joining machine—			
With less than one year's experience	7 18 6	7 12 0	7 9 0
With more than one year's experience	8 8 6	8 2 0	7 19 0
(8) Operator of veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification	9 3 6	8 17 0	8 14 0
(9) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	8 8 6	8 2 0	7 19 0
(10) Operator on power operated veneer edge truing or trimming machine (saw cutter, block, or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	7 18 6	7 12 0	7 9 0
(11) Assembling veneers with film glue	7 18 6	7 12 0	7 9 0
(12) Plywood and veneer grader, grading into three or more classes	7 18 6	7 12 0	7 9 0
(13) Pneumatic, vacuum, or autoclave press operators	8 8 6	8 2 0	7 19 0
(14) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures	9 3 6	8 17 0	8 14 0
(15) Operator of hot press who is not required to calculate areas and pressures and control temperatures	8 8 6	8 2 0	7 19 0
(16) Press operators not elsewhere specified	7 18 6	7 12 0	7 9 0
(17) Assistants to above presses	7 18 6	7 12 0	7 9 0
(18) Rotary veneer peeling lathe or slicing veneer machine operator who sharpens knives and/or sets up his machine	9 3 6	8 17 0	8 14 0
(19) Operator only	8 8 6	8 2 0	7 19 0
(20) Assistant to lathe or slicer operator	7 18 6	7 12 0	7 9 0
(21) Plywood scarfing machines—			
(i) Plywood scarfing machine where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	9 3 6	8 17 0	8 14 0
(ii) Plywood scarfing machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	8 8 6	8 2 0	7 19 0
(iii) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	7 18 6	7 12 0	7 9 0
(22) Man in charge of veneer kiln, drier, or re-drier (plate, roller, or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents test and control	9 3 6	8 17 0	8 14 0
(23) Veneer kiln, drier, or re-drier operator who operates a drying kiln, drier, or re-drier or who may be required to make temperature readings and records thereof	8 8 6	8 2 0	7 19 0
(24) Assistant	7 18 6	7 12 0	7 9 0
(25) Immunising plant operator who is required to control temperature, preservative contents in solution and analyse treated timbers and/or veneer samples	9 3 6	8 17 0	8 14 0
(26) Operator	7 18 6	7 12 0	7 9 0
(27) Veneer clipping operates in conjunction with rotary peeling lathe or slicing machine	8 8 6	8 2 0	7 19 0
(28) Assistant on machine	7 18 6	7 12 0	7 9 0
(29) Operator of log de-barking machine	8 8 6	8 2 0	7 19 0
(30) Taping machinist—			
With less than one year's experience	7 18 6	7 12 0	7 9 0
With more than one year's experience	8 8 6	8 2 0	7 19 0
(31) Operator of plywood trimming machine using parallel saws	7 18 6	7 12 0	7 9 0
(32) Band sawyer using band saw up to 36-in. capacity—rough cutting and trimming veneer	8 8 6	8 2 0	7 19 0
(33) Belt sander in sanding of plywood faced with fancy sliced veneer	8 8 6	8 2 0	7 19 0
(34) Belt sander in sanding of plywood faced with rotary peel veneer	7 18 6	7 12 0	7 9 0
(35) Edge glueing veneer by hand or roller for tapeless veneer joining machine	7 18 6	7 12 0	7 9 0
(36) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber, or plywood	8 8 6	8 2 0	7 19 0
(37) Veneer splicing machine	7 18 6	7 12 0	7 9 0
(38) Guillotine operator, not elsewhere included	7 18 6	7 12 0	7 9 0
Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.			
(39) All others	7 3 6	6 17 0	6 14 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(i) Group 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing	} 9 3 6	} 8 17 0	} 8 14 0
(b) Golf Club Operations— (i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing			
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) Group 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists	} 8 13 6	} 8 7 0	} 8 4 0
(b) Golf Club Operations— (i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping			
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, sand belt machinists, buffing, stamping machinists, and bench hands			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) Group 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining	} 8 3 6	} 7 17 0	} 7 14 0
(b) Golf Club Operations— (i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing			
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, tapering, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) Group 4—Miscellaneous.			
Classification—			
(a) Saw doctor	10 1 6	9 15 0	9 12 0
(b) Saw sharpener	8 14 6	8 8 0	8 5 0
(c) Storeman and/or packer	7 17 0	7 10 6	7 7 6
(d) Orderman and/or tallyman	8 9 0	8 2 6	7 19 6
(e) Kiln operator	8 12 0	8 5 6	8 2 6
(f) Leading hand .. 6s. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	7 19 6	7 13 0	7 10 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) <i>Other Classes of Work.</i> The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above (vii) Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:— (a) For work referred to in Group 1 for the first twelve months, 10s. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 10s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) Apprentices.

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	22½	..	0 9	31 6	30 0	29 6
Second Year..	30	1 0	1 0	43 0	41 6	40 6
Third Year ..	45	1 6	1 6	65 0	62 0	60 6
Fourth Year	75	2 0	2 3	107 6	102 6	100 0
Fifth Year ..	95	2 0	3 0	135 6	129 6	126 6

(b) Four Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage.		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	26	..	0 9	36 6	35 0	34 0
Second Year..	45	1 0	1 6	64 6	61 6	60 0
Third Year ..	75	2 0	2 3	107 6	102 6	100 0
Fourth Year	95	2 0	3 0	135 6	129 6	126 6

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) Unapprenticed Male Juniors.

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	25	0 6	35 0	33 0	32 6
16 " " ..	35	0 9	49 0	46 6	45 6
17 " " ..	47½	1 0	66 6	63 0	62 0
18 " " ..	60	1 0	83 6	79 6	78 0
19 " " ..	75	2 0	105 0	100 0	98 0
20 " " ..	90	2 0	125 6	120 0	117 0

(c) Females.

The minimum rates of weekly wage to be paid to females shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
17 years of age and under	40	1 0	56 0	53 6	52 0
18 years of age ..	47½	1 3	66 6	63 6	62 0
19 " " ..	55	1 6	77 0	73 6	72 0
20 " " ..	62½	2 0	88 0	84 0	82 0
21 " " and over ..	75	3 0	106 0	101 0	99 0

(iii) The needs basic wage referred to in this clause shall be the contemporaneous needs basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of the 6d. in the result not exceeding 3d. to be disregarded.

RATES FOR MALE JUNIORS AND FEMALES EMPLOYED IN THE MAKING OF SPORTING GOODS.

Rates for Juniors (Male).

4. (a) The minimum rates of wages for junior male employees shall be as follows:—

Age.	Percentage of Total Basic Wage.	Total Wage.
Under 16 years ..	35	48 0
At 16 years ..	45	61 6
At 16½ years ..	54	74 0
At 17 years ..	63	86 6
At 17½ years ..	70	96 0
At 18 years ..	80	109 6
At 19 years ..	85	116 6
At 20 years ..	90	123 6
At 21 years ..	100	137 0

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage is adjusted and such adjustment shall be to the nearest 6d.

Rates for Females.

(b) The minimum rates of wages for female employees shall be as follows :—

Age.	Percentage of Total Basic Wage for Adult Males.	Total Wage.
	%	<i>s. d.</i>
Under 16 years	35	48 0
At 16 years	45	61 6
At 16½ years	50	68 6
At 17 years	55	75 6
At 17½ years	60	82 0
At 18 years	66	90 6
At 19 years	70	96 0
At 20 years and thereafter	75	102 6

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

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



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MAY 25.

[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
23rd day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

PROVINCIAL PRINTERS BOARD.

Of the Determination published in *Government Gazette* No. 197 of the 27th May, 1942, clauses (1), (2), and (3) of Part I. and clauses (1), (2), and (3) of Part II. shall be replaced by the following clauses:—

(1) PART I.—DAILY NEWSPAPER OFFICES ONLY.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES.		
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 8 3 0
A2.	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	7 14 0 7 17 0 8 3 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid	8 3 0
A4.	Proof reader	7 17 0
A5.	Proof reader and reviser	7 17 0
A6.	Proof reader's assistant	6 10 0
A7.	Hand compositor	7 14 0
A8.	Sluggier	7 14 0
A9.	Bulk hand	7 14 0
A10.	Stone hand (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.) (An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone hand any class of work in the composing room, including reading.)	7 17 0
A11.	Stereotyper	7 14 0
A12.	Stereotyper's assistant	7 2 0
A13.	Rotary machinist or rotary machine minder	8 0 0
A14.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily	7 5 0
A15.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	6 16 0
A16.	Machinist working a flat bed machine printing from a reel	7 14 0
A17.	Publishing employee	6 19 0
A18.	(a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.)	7 14 0
A19.	(b) Other working mechanic	7 10 0
A20.	Cleaner of slug-casting machine	6 10 0
A21.	Galley puller	6 10 0
A22.	Storeman	6 13 0
A23.	Male employee not otherwise specified	6 7 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B."—ADULT FEMALES.		
		£ s. d.
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	3 16 0
B2.	Female employees in charge of or who supervises, directs, or is responsible for the work of—	
	(a) Up to eight employees	3 18 0
	(b) From nine to fifteen employees (both inclusive)	4 5 6
	(c) Over fifteen employees	4 11 6
B3.	Female employee not otherwise specified	3 6 0

NOTE.—See clause 28 (g) re additional rate to be paid to any person employed in bronzing by hand, or dusting-off by hand.

(2) FEMALE TO BE PAID MALE RATE.

Where a female is employed to do any work specifically named or described, or of the class mentioned in Table "A" of this Part, which is not specifically named or described in Table "B" of this Part, she shall be paid the rate which is prescribed for the male.

(3) RATES FOR JUNIORS AND APPRENTICES.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Per Week.
	£ s. d.
1. Under 15 years of age	1 7 6
2. Between 15 and 16 years of age	1 14 6
3. Between 16 and 17 years of age	2 3 6
4. Between 17 and 18 years of age	2 19 6
5. Between 18 and 19 years of age	3 14 6
6. Between 19 and 20 years of age	4 10 0
7. Between 20 and 21 years of age	5 5 6

Where the work is performed by a male apprentice:—

	Per Week.
	£ s. d.
8. First year	1 7 6
9. Second year	1 14 6
10. Third year	2 3 6
11. Fourth year	2 19 6
12. Fifth year	3 14 6
13. Sixth year	5 5 6

14. A junior or an apprentice working on a night shift for a week shall be paid 4s. 6d. extra for such night shift work if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the Regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female employee under the age of 21 years:—

	Per Week.
	£ s. d.
1. First year's experience	1 7 6
2. Second year's experience	1 12 0
3. Third year's experience	2 0 0
4. Fourth year's experience	2 7 6
5. Fifth year's experience	3 2 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

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

(1) PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
		£ s. d.
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	8 10 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	8 1 0
	(b) For a second period of six months' probation	8 4 0
	(c) Thereafter the rate for a machine compositor	8 10 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	8 10 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	8 1 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	7 6 6
	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	8 1 0

PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES—continued.		
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	7 6 6
8	Proof reader and/or reviser	8 4 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	8 1 0
10	Electrotyper (which shall include an employee preparing Lead for Matrix Moulding purposes)	8 1 0
11	Stereotyper	8 1 0
12	Letterpress machinist	8 1 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	8 1 0
14	Railway ticket printer—single machine	7 10 6
15	Railway ticket printer—multiple machine	7 12 6
16	Machinist working a flat-bed machine printing from a reel	8 1 0
17	Rotary machinist	8 1 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	7 8 6
19	Collapsible tube printing machinist	8 1 0
20	Universal process machine operator	8 1 0
21	Lithographic and/or photo-lithographic artist and/or designer	8 6 6
22	Photo-lithographic camera operator	8 9 3
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	7 0 0
24	Lithographic pressman, and/or lithographic manual or mechanical transferor; and/or photo-lithographic metal plate caster; and/or photo-lithographic photo composer; and/or contact printer-down on lithographic metal plate; and/or lithographic machinist, including lithographic tin printer	8 1 0
25	Gravure machinist	8 1 0
26	Bookbinder	8 1 0
27	Marbler	8 1 0
28	Hand indexer	8 1 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	8 1 0
30	Finisher	8 1 0
31	Pocket-book maker	8 1 0
32	Ticket-maker, turned-in work	8 1 0
33	Blotting pad maker	8 1 0
34	Portfolio maker	8 1 0
35	Person engaged in sawing and/or rolling books	8 1 0
36	Loose sheet cover maker	8 1 0
37	Edge gilder	8 1 0
38	Leather cutter	8 1 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	7 3 0
40	Map and plan moulder and/or varnisher	8 1 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	8 1 0
42	Guillotine machine operator	8 1 0
43	Employee operating a milk bottle wad-making machine	7 6 0
44	Waxer	7 4 0
45	Sheet Varnishing and/or sheet gumming machinist	7 0 0
46	Rotary reel gumming machinist	7 3 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	6 17 0
48	Printing ink mixer and/or maker	6 18 0
49	Bronzing machine operator	7 0 0
50	Roller maker	6 18 0
51	Feeder on any kind of machine	6 14 0
52	Storeman	7 0 0
53	Packer and/or despatcher	7 0 0
54	Any other adult male	6 11 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

TABLE "B"—ADULT FEMALES.

(Including Non-Adult Females of at least five years' experience.)

1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	8 1 0
2	Female head packer when employed as such	4 1 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	4 1 6 4 0 6

ADULT FEMALES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 19 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	4 0 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 19 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	3 19 6
8	Female copy holder	3 19 6
9	Female Embosser	4 0 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 18 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	4 3 6 4 11 0 4 17 0
12	Female employees not otherwise specified	3 11 6

NOTE.—See clause 30 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week. £ s. d.
1. Under 15 years of age	1 8 6
2. Between 15 and 16 years of age	1 15 6
3. " 16 " 17 " "	2 5 0
4. " 17 " 18 " "	3 1 0
5. " 18 " 19 " "	3 16 6
6. " 19 " 20 " "	4 12 6
7. " 20 " 21 " "	5 8 6

Where the work is performed by a male apprentice—

8. First year	1 8 6
9. Second year	1 16 6
10. Third year	2 6 6
11. Fourth year	3 3 6
12. Fifth year	3 19 6
13. Sixth year	5 11 6

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female junior—

	Per week. £ s. d.
1. First year's experience	1 8 6
2. Second year's experience	1 13 6
3. Third year's experience	2 2 0
4. Fourth year's experience	2 10 0
5. Fifth year's experience	3 5 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	

The following clauses of the Determination as published in *Government Gazette* No. 107 of the 27th May, 1942, shall remain in force:—

Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 4s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 41s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 42s. 11d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."