



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 839]

THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 832 of the 28th October, 1949, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Males.					Females (see clause 4).					
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.					
	Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.						
1st year	s. d. 38 6	s. d. 49 9	s. d. 49 9	s. d. 61 6	Under 16 years of age	s. d. 49 6				
2nd year	49 9	61 6	61 6	70 3	16 and under 17 years of age	56 0				
3rd year—					17 and under 18 years of age	61 3				
1st 6 months	61 6	70 3	70 3	100 3	18 and under 19 years of age	67 9				
2nd 6 months	61 6	70 3	70 3	114 6	19 and under 20 years of age	75 6				
4th year—					20 and under 21 years of age	81 0				
1st 6 months	70 3	86 6	100 3	Minimum wage	PROPORTION (BY ANY EMPLOYEE).					
2nd 6 months	70 3	86 6	141 6	Minimum wage	<i>Apprentices.</i>					
6th year—					One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.					
1st 6 months	86 6	100 3	Minimum wage	Minimum wage	<i>Improvers.</i>					
2nd 6 months	86 6	114 6	Minimum wage	Minimum wage	Two female improvers to every female adult worker receiving not less than the minimum wage.					
6th year—					PROPORTION (IN ANY PLACE).					
1st 6 months	100 3	Minimum wage	Minimum wage	Minimum wage	<i>Apprentices.</i>					
2nd 6 months	114 6	Minimum wage	Minimum wage	Minimum wage	One apprentice to every three or fraction of three workers receiving not less than 178s. per week of 40 hours.					
Thereafter	Minimum wage	Minimum wage	Minimum wage	Minimum wage	<i>Improvers.</i>					
	Minimum wage	Minimum wage	Minimum wage	Minimum wage	One improver to every four workers receiving not less than 179s. per week of 40 hours.					

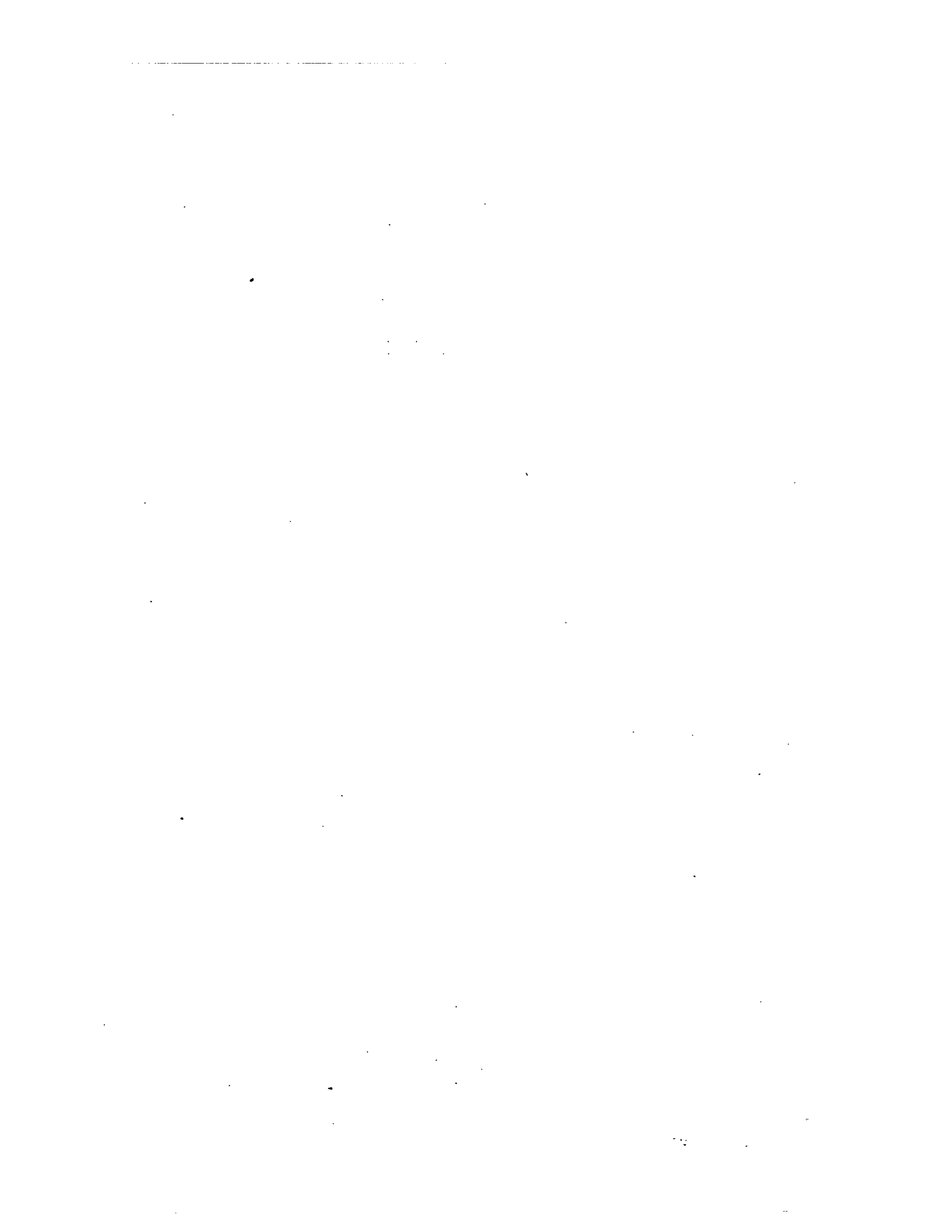
3.

OTHER EMPLOYERS.

Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
Females (see Clause 4).				Males.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
				Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.	
				s. d.	s. d.	s. d.	s. d.
Adult females	s. d. 109 6	s. d. 178 0	s. d. 3 0	178 0	3 0	179 0	179 0

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

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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination published in *Government Gazette* No. 138 of the 12th March, 1948, shall be replaced by the following clause:—

2. (a) *Apprentices.*

WAGES PER WEEK OF 40 HOURS.				PROPORTION. (In any shop or place.)
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
1st year	29 6	0 6	30 0	One apprentice to one or more than one worker receiving not less than the minimum wage : Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
2nd "	40 6	0 6	41 0	
3rd "	55 0	1 0	56 0	
4th "	66 6	1 0	67 6	
5th "	99 0	2 0	101 0	

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz. :—

WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
16 years of age	28 0	0 6	28 6
17 years of age	44 6	0 6	45 0
18 years of age	48 6	1 0	49 6
19 years of age	59 0	1 0	60 0
20 years of age	68 0	1 0	69 0

(c) *Other Employees.*

WAGES PER WEEK OF 40 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	11 17 0	6 0	12 3 0	11 1 9	6 0	11 7 9
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	10 14 0	6 0	11 0 0	10 0 6	6 0	10 6 6
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	9 11 0	6 0	9 17 0	8 19 3	6 0	9 5 3
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	8 11 0	3 0	8 14 0	8 0 9	3 0	8 3 9
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same .. ..	..	..	..	5 17 9	3 0	6 0 9

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

Clause 2 of the Determination published in *Government Gazette* No. 290 of the 14th April, 1950, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.		Other Employees.																																					
Males.	Females.	WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677).	All other parts of Victoria where this Determination applies.																																			
WAGES.	WAGES.	Males.	s. d.	s. d.																																			
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">Under 15 years of age ..</td> <td style="text-align: right;">36 6</td> </tr> <tr> <td style="text-align: right;">15 years of age ..</td> <td style="text-align: right;">49 9</td> </tr> <tr> <td style="text-align: right;">16 years of age ..</td> <td style="text-align: right;">68 3</td> </tr> <tr> <td style="text-align: right;">17 years of age ..</td> <td style="text-align: right;">90 0</td> </tr> <tr> <td style="text-align: right;">18 years of age ..</td> <td style="text-align: right;">113 0</td> </tr> <tr> <td style="text-align: right;">19 years of age ..</td> <td style="text-align: right;">129 0</td> </tr> <tr> <td style="text-align: right;">20 years of age ..</td> <td style="text-align: right;">147 3</td> </tr> </table>	Under 15 years of age ..	36 6	15 years of age ..	49 9	16 years of age ..	68 3	17 years of age ..	90 0	18 years of age ..	113 0	19 years of age ..	129 0	20 years of age ..	147 3	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">15 years of age or under</td> <td style="text-align: right;">44 3</td> </tr> <tr> <td style="text-align: right;">16 years of age ..</td> <td style="text-align: right;">52 6</td> </tr> <tr> <td style="text-align: right;">17 years of age ..</td> <td style="text-align: right;">64 3</td> </tr> <tr> <td style="text-align: right;">18 years of age ..</td> <td style="text-align: right;">83 3</td> </tr> <tr> <td style="text-align: right;">19 years of age ..</td> <td style="text-align: right;">91 9</td> </tr> <tr> <td style="text-align: right;">20 years of age ..</td> <td style="text-align: right;">101 3</td> </tr> </table>	15 years of age or under	44 3	16 years of age ..	52 6	17 years of age ..	64 3	18 years of age ..	83 3	19 years of age ..	91 9	20 years of age ..	101 3	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)</td> <td style="text-align: right;">187 6</td> <td style="text-align: right;">183 0</td> </tr> <tr> <td style="text-align: right;">* Travelling salesman ..</td> <td style="text-align: right;">171 6</td> <td style="text-align: right;">167 6</td> </tr> <tr> <td style="text-align: right;">All others</td> <td style="text-align: right;">171 6</td> <td style="text-align: right;">167 6</td> </tr> </table>	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	187 6	183 0	* Travelling salesman ..	171 6	167 6	All others	171 6	167 6		
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All others	171 6	167 6																																					
<p>PROPORTION (in any shop or place).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.</p>	<p>PROPORTION (in any shop or place).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.</p>	<p><i>Females.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—</td> <td></td> <td></td> </tr> <tr> <td style="text-align: right;"> In charge of three or more assistants</td> <td style="text-align: right;">151 6</td> <td style="text-align: right;">147 9</td> </tr> <tr> <td style="text-align: right;"> In charge of less than three assistants</td> <td style="text-align: right;">140 3</td> <td style="text-align: right;">136 9</td> </tr> <tr> <td style="text-align: right;">All others</td> <td style="text-align: right;">121 0</td> <td style="text-align: right;">118 3</td> </tr> </table>	Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—			In charge of three or more assistants	151 6	147 9	In charge of less than three assistants	140 3	136 9	All others	121 0	118 3																									
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* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

Section 176 of the Factories and Shops Act 1928 (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

Section 174 of the Factories and Shops Act 1928 (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable than such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

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

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





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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

Clause 2 of the Determination published in *Government Gazette* No. 795 of the 5th October, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.		
* Wages per Week of 40 Hours.			* Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.	Other Females.			Outside the Metropolitan District wherever this Determination applies.
	<i>s. d.</i>	<i>s. d.</i>	Males.	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	47 0	39 6	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	200 6	197 6
At 15 " " "	47 0	39 6	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	180 6	187 6
" 16 " " "	56 6	47 0	Person in charge of an order tailoring establishment	194 6	191 6
" 17 " " "	73 0	57 6			
" 18 " " "	92 0	71 0			
" 19 " " "	114 0	82 6			
" 20 " " "	142 0	96 0			

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

		Other Employees.	
		* Wages per Week of 40 Hours.	
Apprentices or Improvers.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).		s. d.	s. d.
<i>Males.</i>			
Pattern-men, assemblers, or salesmen		180 0	177 0
Canvassers, who are in any way connected with the sale of goods		183 0	180 0
Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods		183 0	180 0
Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department		179 6	176 6
Packers or storemen		175 0	172 0
Porters		167 0	164 0
All others		180 0	177 0
<i>Females.</i>			
One male apprentice to every three or fraction of three male workers receiving not less than 177s. per week of 40 hours.			
One female apprentice to every three or fraction of three female workers receiving not less than 119s. 6d. per week of 40 hours.			
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.			
<i>IMPROVERS.</i>			
<i>Males.</i>			
One male improver to every male person receiving not less than 177s. per week of 40 hours.			
<i>Females.</i>			
Two female improvers to one female person receiving not less than 119s. 6d. per week of 40 hours.			
Four female improvers to two female persons, and thereafter—			
One female improver to each additional female person			
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.			
Manageress (other than department manageress)—			
(a) A person (other than a person provided for under (b) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop		194 6	191 6
(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop		155 0	152 0
Department or section manageress—			
(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof		186 0	183 0
(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof		142 6	139 6
Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments		180 0	177 0
Other saleswomen or pattern women, or assemblers		122 6	119 6
Packers		165 6	162 6
Canvassers who are in any way connected with the sale of goods		122 6	119 6
Porters		165 6	162 6
All others		122 6	119 6

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clause 2 of Part 1 and clause 17 of Part 2 of the Determination published in *Government Gazette* No. 269 of the 4th April, 1950, shall be replaced by the following clauses:—

Part 1.—Persons **OTHER THAN** those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.

IMPROVERS.		OTHER EMPLOYERS.	
Wages per Week of 40 Hours.		Wages per Week of 40 Hours.	
		<i>Firewood Saw-mills, Mallee Roots, &c.</i>	
			<i>s. d.</i>
		Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	187 0
		Other benchmen	182 0
		Lumpers	182 0
		Trolley-men	182 0
		Skip loaders	182 0
		Truck loaders of wood 4 feet or over	182 0
		Wagon or dray loaders	182 0
		Block stackers	176 0
		Wood cutters using axe, power crosscut, circular saw, or other method ..	187 0
		Carters driving one, two, or three horses	187 0
		And 6s. extra per week for every additional horse in excess of three.	
		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt.	180 0
		(b) exceeding 25 cwt. but not exceeding 3 tons	186 0
		(c) exceeding 3 tons	192 0
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	192 0
		All others	174 0
		Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.	
		<i>Gas Producer Units.</i>	
		The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
Under 17 years of age	s. d. 106 6		
17 years of age	124 0		
18 " "	140 9		
19 " " or over—the appropriate rate prescribed under the heading "other employees."			
PROPORTION (BY ANY EMPLOYEE).			
One improver to the first three workers, receiving not less than 174s. per week of 40 hours, and thereafter one additional improver to every ten additional such workers.			
NOTE.—The Board determines that no person shall be employed as an apprentice.			

IMPROVERS.	OTHER EMPLOYEES—(continued).
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
	<i>Hay, Corn, or Chaff Stores.</i>
	<i>s. d.</i>
	Storeman in charge 185 0
	Carters driving one horse 180 0
	Carters driving two horses 183 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 181 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 187 0
	(c) exceeding 3 tons 193 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others 179 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one horse 180 0
	Carters driving two horses 183 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 181 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 187 0
	(c) exceeding 3 tons 193 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra
	All others 178 0
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age 106 6	Wood cutters, using axe, power crosscut, circular saw, or other method 187 0
17 years of age 124 0	Carters driving one, two, or three horses 187 0
18 " " 149 9	And 6s. extra per week for every additional horse in excess of three.
19 " " or over:—the appropriate rate prescribed under the heading "other employees."	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 180 0
	(b) exceeding 25 cwt. but not exceeding 3 tons 186 0
	(c) exceeding 3 tons but not exceeding 6 tons 192 0
	(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.
	And if a trailer is attached to the vehicle—1s. 6d. per day extra.
	<i>Gas Producer Units.</i>
	The following provision shall apply to drivers of vehicles fitted with gas producer units —
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
PROPORTION (BY ANY EMPLOYER).	Charcoal burning by retorts, metal or brick kilns, or pits—
One improver to the first three workers, receiving not less than 187s. per week of 40 hours and thereafter one additional improver to every ten additional such workers.	(a) Operator in charge of plant 202 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 192 0
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision 212 0
	(ii) With three or fewer persons under his supervision 208 0
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 202 0

Clauses, other than clause 2 of Part I. and clause 17 of Part II., of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of 9s. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of 9s. shall be added in lieu thereof.



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 15 (GROCERS).

Clause 2 of the Determination published in *Government Gazette* No. 668 of the 22nd August, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Other Employees.	Wages per Week of 40 Hours.*	
		Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.
		s. d.	s. d.
Per Week of 40 Hours.			
WAGES.			
Under 15 years of age ..			
15 years of age ..			
16 years of age ..			
17 years of age ..			
18 years of age ..			
19 years of age ..			
20 years of age ..			
Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.			
The Board has prescribed a form of indenture which must be used.			
PROPORTION (in any shop or place).			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 173s. per week of 40 hours.			
Improvers.			
One improver to every three workers receiving not less than 173s. per week of 40 hours.			
"Worker" includes an owner or partner acting as working manager.			
	(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	201 3	198 3
	(b) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	191 6	188 6
	(c) Canvasser, i.e., an employee soliciting or collecting orders	176 0	173 0
	(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	170 9	167 9
	(e) Driver of motor vehicle with a carrying capacity of over 25 cwt.	173 6	170 6
	(f) Driver of three or more horses	176 0	173 0
	(g) Driver of two horses	173 6	170 6
	(h) Driver of one horse	170 9	167 9
	(i) Stableman	168 0	165 0
	(j) All others	176 0	173 0

* The ordinary hours of employees classified as (d), (e), (f), (g), and (h) include time occupied in attending to horses or motor vehicles.

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

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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 790 of the 5th October, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)				Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.		Per week of 40 hours.	Per week of 40 hours.
Per week of 40 hours.				Per week of 40 hours.		£ s. d.	£ s. d.
s. d.				s. d.			
Under 16 years of age	..	..	..	35	6		
16 years of age	..	..	..	47	3		
17	..	..	..	60	6		
18	..	..	..	80	3		
19	..	..	..	102	9		
20	..	..	..	134	9		
PROPORTION (in any shop or place).				Departmental managers, or branch managers having under their control—			
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.				3 or more salesmen, 21 years of age or over		10 18 0	10 15 0.
One improver to one worker				Other Branch Managers		10 0 0	9 17 0
Two improvers to two, three or four workers				Outside salesmen		9 3 6	9 0 6
Three improvers to five, six or seven workers				Salesmen or Buyers		9 0 0	8 17 0
Four improvers to eight workers				Assemblers of Ordered Goods		8 13 0	8 13 0
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.				NOTE.—See Clause 20 re Definitions.			
Receiving not less than the rates fixed for assemblers of ordered goods.							

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 17 (TOBACCONISTS).

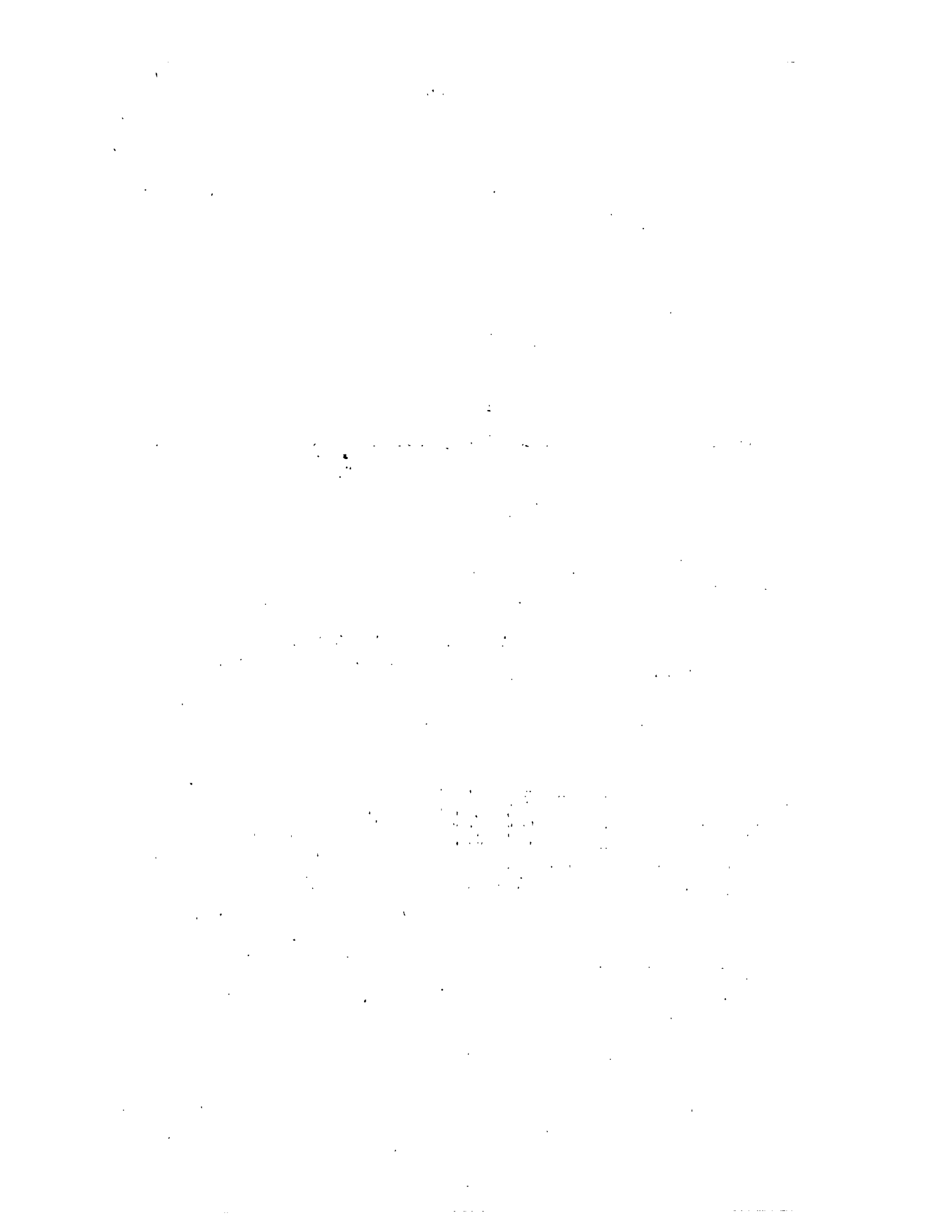
Clause 2 of the Determination published in *Government Gazette* No. 285 of the 14th April, 1950, shall be replaced by the following clause—

2.

Apprentices or Improvers.				Other Employees.			
WAGES.		Per Week of 40 Hours.		WAGES.		Per Week of 40 Hours.	
		Males.	Females.			Males.	Females.
		s.	d.			s.	d.
15 years of age or under	.. ..	47	0	44	0		
16 years of age	.. ..	59	6	54	6		
17 years of age	.. ..	86	0	74	0		
18 years of age	.. ..	105	6	87	0		
19 years of age	.. ..	128	0	108	6		
20 years of age	.. ..	149	0	132	6		
<p>Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.</p>				<p>Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..</p>			
				<p>195 0 167 6</p>			
				<p>First assistant, 25 years of age, where two or more persons over the age of 19 years are employed</p>			
				<p>190 0 162 6</p>			
				<p>*All others</p>			
				<p>180 0 151 6</p>			
<p>* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.</p>							
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
<p>One apprentice to three or fraction of three workers receiving not less than the minimum wage.</p>							
<i>Improvers.</i>							
<p>One improver to every two or fraction of two workers receiving not less than the minimum wage.</p>							

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

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





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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in *Government Gazette* No. 993 of the 28th November, 1949, as amended by the Determination of the Industrial Appeals Court dated the 5th December, 1949, shall be replaced by the following clause:—

2. (a)

APPRENTICES OR IMPROVERS.

Wages per week of 40 Hours.

Males—	s.	d.	Females—	s.	d.
15 years of age or under	44	0	15 years of age or under	40	0
16 years of age	63	0	16 years of age	46	6
17 years of age	85	6	17 years of age	60	0
18 years of age	111	0	18 years of age	75	6
19 years of age	138	6	19 years of age	89	6
20 years of age	158	0	20 years of age	104	6

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

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

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

(b)

OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—

Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)

Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—

Male

Female—

Where one or more adult males are under her control

In other cases

Other employees

Wages per week of 40 hours.

Males. Females.

s. d. s. d.

195 0 195 0

186 0 ..

.. 186 0

.. 135 0

180 0 122 6

(c) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination published in *Government Gazette* No. 291 of the 14th April, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers.		Other Employees.	
Male.	Female.	Wages per Week of 40 Hours.	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.		
15 years of age or under	15 years of age or under	(a) Manager or Departmental Manager ..	181 6
16 years of age ..	16 years of age ..	(b) Managers or Departmental Managers ..	131 9
17 years of age ..	17 years of age ..	(c) Shop Assistants—	
18 years of age ..	18 years of age ..	(i) Male	171 3
19 years of age ..	19 years of age ..	(ii) Females	118 6
20 years of age ..	20 years of age ..		

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

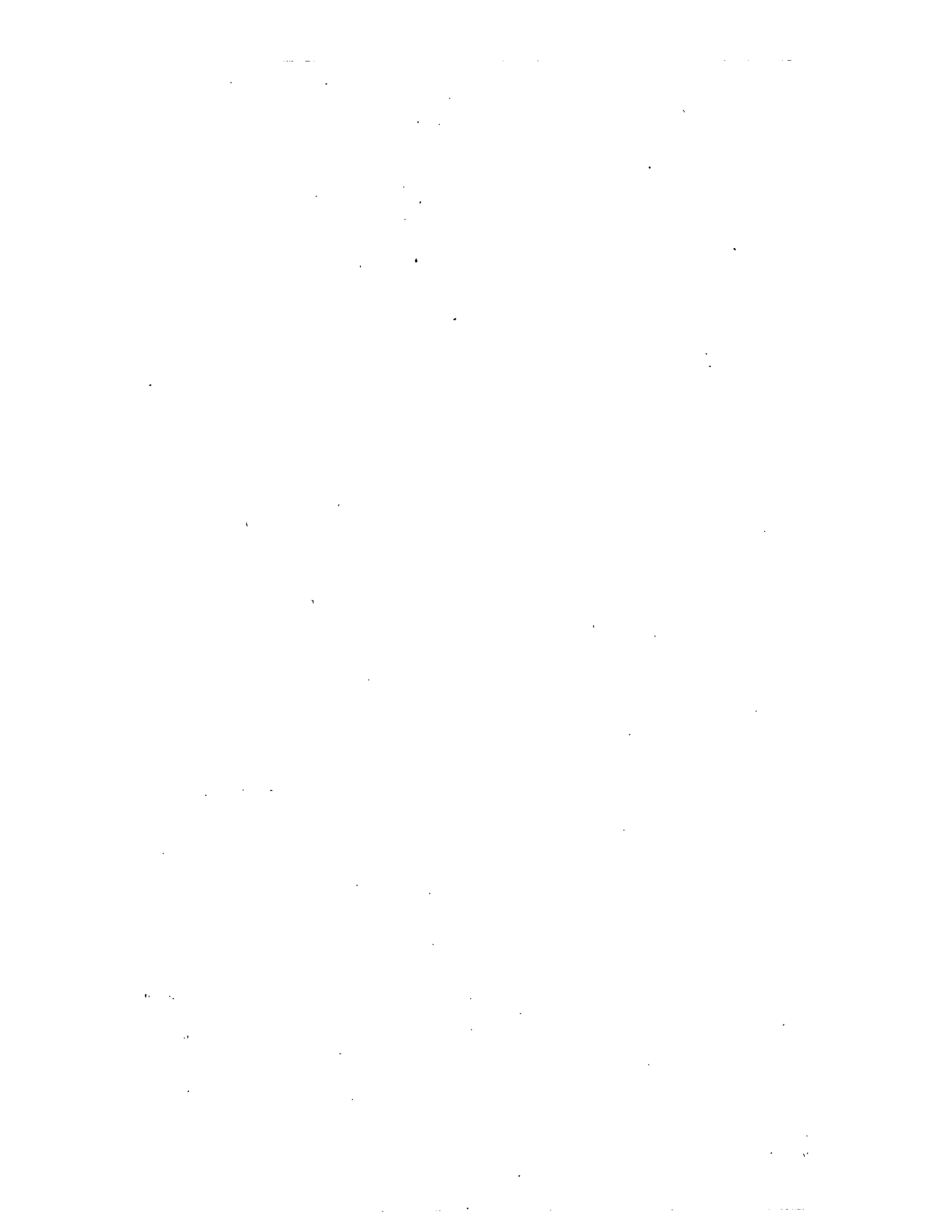
Clause 2 of the Determination published in *Government Gazette* No. 628 of the 5th August, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.			
WAGES.	Per week of 40 hours.		Per week of 40 hours.			
	Males.	Females.	Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	<i>Females.</i>	<i>Males.</i>	<i>Females.</i>
15 years of age or under	45 0	39 0				
16 years of age ..	54 0	49 0				
17 years of age ..	69 0	60 0				
18 years of age ..	88 0	69 6				
19 years of age ..	109 0	80 6				
20 years of age ..	130 6	90 6				
PROPORTIONS (by any employer).			DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—			
Apprentices.			Where two such persons are under his or her control			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			193	6	148	0
An indenture of apprenticeship has been prescribed by the Board.			Where three or more such persons are under his or her control			
			204	0	162	0
Improvers.			All Others.			
Two improvers to each adult worker receiving not less than 167s. 6d. per week of 40 hours in the case of a male adult and 102s. per week of 40 hours in the case of a female adult.			(a) Employed in connexion with the sale or distribution of newspapers—			
			170	6	107	6
			(b) Employed at any other work—			
			178	0	111	6
			167	6	102	0
			175	0	105	6

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

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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour

SHOPS BOARD No. 22 (MOTOR REQUISITES).

Clause 2 of the Determination published in *Government Gazette*, No. 287 of the 14th April, 1950, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.				PROPORTION (in any Shop).	
<i>Male or Female.</i>					
				<i>s. d.</i>	
15 years of age or under	..	..	..	40	0
16 .. ..	..	..	..	54	6
17 .. ..	..	..	..	75	0
18 .. ..	..	..	..	94	6
19 .. ..	..	..	..	122	6
20 .. ..	..	..	..	148	0

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

Improvers.
Two improvers to every worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	180 0	180 0
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	160 0	145 0
Other salesman or saleswoman	180 0	180 0

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

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





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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 284 of the 14th April, 1950, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.				Other Employees.			
				Within the Metro- politan District.	Outside the Metro- politan District wherever this Determi- nation applies.		
MALES.				MALES.			
				s.	d.	s.	d.
Under 16 years of age	..	..	..	38	0	(a) Person in charge of a shop	
16 years of age	..	..	..	51	0	<i>Or,</i>	
17 " " "	..	..	..	65	6	(b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	} 195 6 191 6
18 " " "	..	..	..	91	0		
19 " " "	..	..	..	115	6	(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant	
20 " " "	..	..	..	141	6		
FEMALES.							
Under 16 years of age	..	..	..	38	6		
16 years of age	..	..	..	48	6		
17 " " "	..	..	..	54	6		
18 " " "	..	..	..	63	0		
19 " " "	..	..	..	71	6		
20 " " "	..	..	..	82	0		
PROPORTION (WITHIN ANY SHOP).							
<i>Apprentices.</i>							
MALES.							
One male apprentice to every three or fraction of three workers receiving not less than 176s. per week.				Females 144 6 140 6			
FEMALES.							
One female apprentice to every three or fraction of three workers receiving not less than 140s. 6d. per week.							
<i>Improvers.</i>							
MALES.							
One male improver to every two or fraction of two workers receiving not less than 176s. per week.							
FEMALES.							
One female improver to every two or fraction of two workers receiving not less than 140s. 6d. per week.							

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

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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 November, 1950.

Dated at Melbourne, this
3rd day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

CYCLE TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 23 of the 13th January, 1950, shall be replaced by the following clause:—

2.

(a) *Apprentices.	(b) *Improvers.	(c) Other Employees.
Weekly Wages.	Weekly Wages.	Weekly Wages Day Shift.
s. d.	s. d.	s. d.
1st year 37 0	1st year 36 3	Foremen, where over five adults are employed .. 200 6
2nd 45 9	2nd 44 3	Foremen, where five adults or fewer are employed 196 9
3rd 73 0	3rd 71 0	Lathe hands 195 0
4th 107 3	4th 103 6	Builders and repairers of motor cycle frames and frames other than cycle frames .. 181 3
5th 141 3	5th 138 0	Builders or repairers or brazers of cycle frames .. 180 0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.	And thereafter four-fifths of the journeyman's rate.	Other repairers of motor cycles (except lathe hands) 181 3
PROPORTION (IN ANY PLACE).	Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.	Other repairers (except lathe hands) .. 180 0
One apprentice to every three or fraction of three persons receiving not less than 168s. per week.	PROPORTION (IN ANY PLACE).	Assemblers of motor cycles .. 180 0
	One improver to one person receiving not less than 168s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.	Other assemblers 172 6
		Filers on motor and other cycles .. 172 6
		Wheel-builders on motor and other cycles .. 172 6
		Foremen in rim-making 184 6
		All others employed in rim-making .. 172 6
		Persons cleaning off joints by sand-blasting or by shot-blasting 172 6
		Handle-bar benders—
		By the mandrel method 168 0
		By any other method 172 6
		Persons not provided for otherwise .. 162 0

* Except those covered by the Apprenticeship Act.

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

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[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
3rd day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 219 of the 14th March, 1950, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

Dentist's Mechanic. (Apprentices.)	Dentist's Attendant. (Apprentices and Improvers.)	Other Employees.	Minimum Wage.
<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st year 42 6	1st year 54 6	Dentist's Surgical Assistant	275 0
2nd year 58 6	2nd year 76 0	Dentist's Mechanic	208 0
3rd year 76 6	3rd year 100 0	Dentist's Attendant	129 6
4th year 119 6			
5th year 149 6			
6th year 171 0			

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

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

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

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

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No. 856]

THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this

3rd day of November, 1950.

RAY H. BEERS,

Secretary for Labour.

FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1119 of the 20th December, 1949, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

Improvers.	Citrus Fruit Packing Establishments.		Other Fruit Packing Establishments.*		Other Employees.
	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	52 6	52 6	52 6	52 6	<i>Males.</i> Packers, graders or sizers of fruit by hand .. 179 0
16 to 17 years of age ..	64 3	64 3	64 3	64 3	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) .. 179 0
17 to 18 years of age ..	78 9	71 3	78 9	71 3	Persons bringing fruit from and putting fruit into cool-store chambers .. 174 0
18 to 19 years of age ..	104 6	102 3	104 6	102 3	Case ladders and nailers—machine .. 174 0
19 to 20 years of age ..	132 9	105 6	132 9	105 6	Case ladders and nailers—hand .. 174 0
20 to 21 years of age ..	154 0	117 0	154 0	117 0	Case wirens .. 174 0
					Persons stacking and unstacking cases of fruit, but not in cool chambers .. 169 0
					Persons feeding grading, washing, or sizing machines .. 169 0
					Empty case hands or case yardsmen .. 169 0
					Case labellers or persons engaged in branding and marking cases .. 169 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 169 0
					Persons sweeping up and removing debris in or around a packing shed .. 169 0
					All others .. 156 0
					<i>Females.</i> Packers, graders or sizers of fruit by hand .. 179 0
					Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 126 6
					All others .. 121 3

* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.

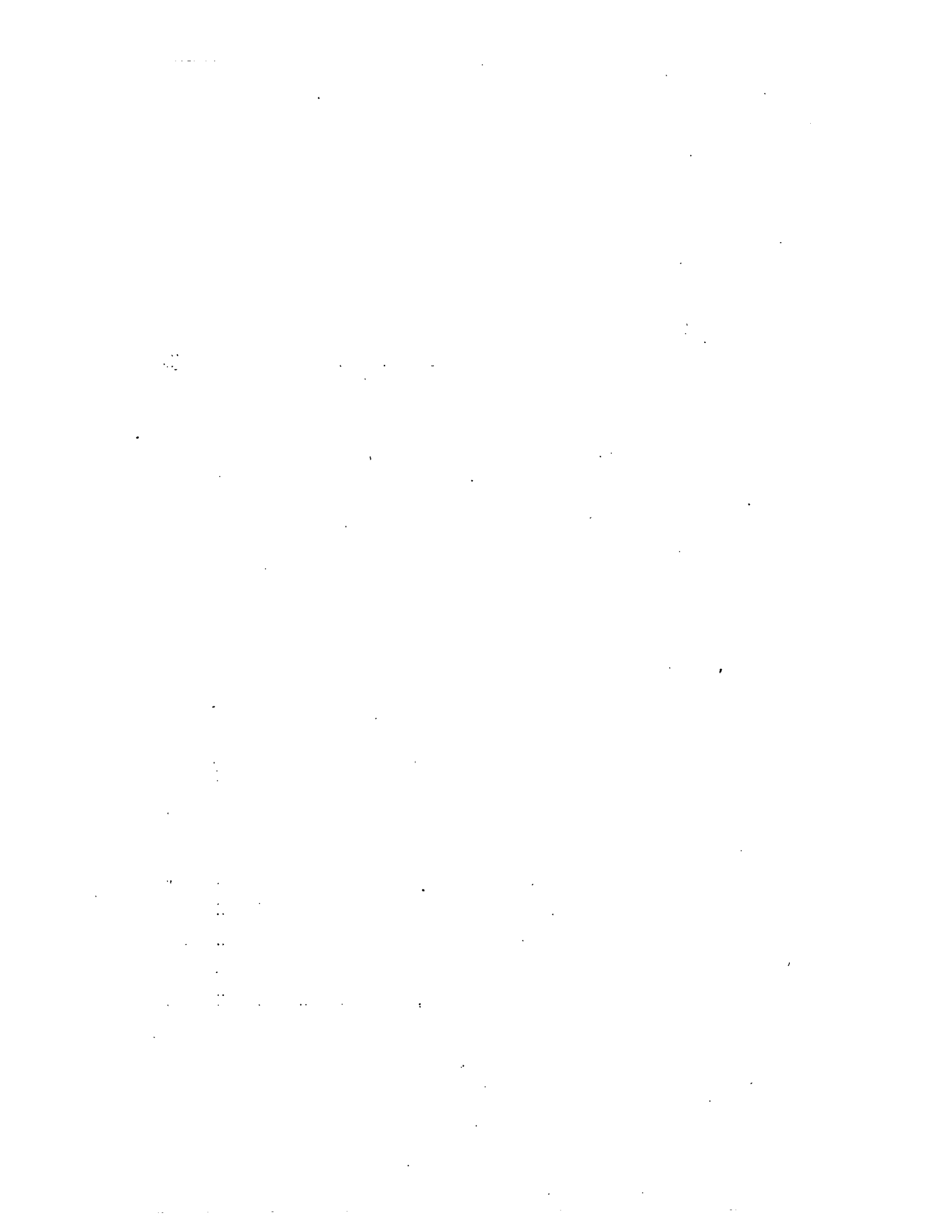
Proportion (in any Place).

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

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 18s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

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





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[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

BAG MAKERS BOARD.

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

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours.							Wages—Per Week of 40 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	42 9	50 3	60 0	93 6	123 3	148 0	1st 6 months	44 0	52 0	61 3	72 0	79 9	89 6
2nd 6 months	50 3	60 0	93 6	123 3	148 0	..	2nd 6 months	52 0	61 3	72 0	79 9	89 6	..
2nd year	60 0	93 6	123 3	148 0	..	..	2nd year	61 3	72 0	79 9	89 6	..	..
3rd year	93 6	123 3	148 0	..	..	..	3rd year	72 0	79 9	89 6	..	..	..
4th year	123 3	148 0	..	..	..	..	4th year	79 9	89 6	..	..	..	..
5th year	148 0	..	..	..	..	..	5th year	89 6	..	..	..	..	..
PROPORTION.							PROPORTION.						
<i>Males.</i>							<i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 168s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 111s. 3d. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 111s. 3d. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

		Per Week of 40 Hours.	
		s.	d.
<i>Males.</i>			
Combination bag-making machine attendant		168	0
Repairers by hand		168	0
Repairers by machine		168	0
Machinist on combination bag-making machine		155	0
All others		150	0
<i>Females.</i>			
Bag-making machinist		115	9
Repairers by hand		123	0
Repairers by machine		123	0
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months		90	6
2nd 3 months		99	0
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months		90	6
All others		111	3

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

PIECE-WORK.

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

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent. } With 102½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	11d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. "	
Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	4½d. each.	

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

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

2.	Wages per week of 40 hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
Bedstead smith	168 0	165 0
Chill fitter called on to design and model	183 0	180 0
Other chill fitter	168 0	165 0
Machinist	165 0	162 0
Plater in charge	180 0	177 0
Plater's assistant	166 0	163 0
Polisher and grinder	167 0	164 0
Chipper and caster	164 0	161 0
Bedstead fitter and mounter	168 0	165 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	167 0	164 0
Japanner and lacquerer	165 0	162 0
Other employees with not less than three months' experience in the industry	152 0	149 0
All others	146 0	143 0

SPECIAL RATES.

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

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

4. JUNIOR MALE AND FEMALE LABOUR.

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

	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Constant).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
<i>(a) Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		47 3	0 9	2 6	50 6
17 and under 18 years of age		83 6	1 0	4 6	89 0
18 and under 19 years of age		103 9	2 0	6 0	111 9
19 and under 21 years of age		125 6	2 6	7 0	135 0
<i>(b) Adult Females.</i>					
If of less than 12 months' experience	65		3 0	6 0	98 0
Of 12 months' experience or more	75		3 0	7 0	112 6
<i>(c) Junior Females.</i>					
17 years of age and under	40		1 0	3 6	59 6
18 years of age	47½		1 3	4 0	70 6
19 years of age	55		1 6	4 6	81 6
20 years of age	62½		2 0	5 0	92 6

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

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3, and 4, of the Determination published in *Government Gazette* No. 303 of the 3rd May, 1950, and as amended by the Industrial Appeals Court dated the 6th day of March, 1950, shall be replaced by the following clauses:—

PART 1.

1.

	Improvers.*		Other Employees.		
	Mildura District.	Elsewhere.	Mildura District.	Elsewhere.	
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
14 and under 21 years of age ..	136 6	142 9	Stable Workers All Others	158 0 178 0	166 0 178 0

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving
not less than the minimum wage.

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

PART 2.

1.

Improvers.*		Other Employees.			
WAGES.	Per week. s. d.	—	WAGES. s. d.	WEEKLY HOURS.	
				During a Week in which Carters' Holiday is Observed.	During any Other Week.
14 and under 21 years of age	142 0	Stable Workers	166 0	42	46
		All Others	178 0	42	46

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week fixed for their respective sections.

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

PART 3.

1.

* Improvers.		Other Employees.		
—	Wages. s. d.	Wages.	Weekly Hours.	
			During a Week in which Carters' Holiday is Observed.	During any Other Week.
Under 16 years of age	68 0			
16 years and under 17 years of age	83 3			
17 years and under 18 years of age	102 3			
18 years and under 19 years of age	118 6			
19 years and under 20 years of age	135 3			
20 years and under 21 years of age	148 6			

PROPORTION.—Wherever this section applies :—
One Improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week as provided for other employees.

Stable workers	s. d. 150 6	42	46
All others	160 6	42	46

* The Board has determined that no apprentice shall be taken to this Section.

PART 4.

1.

* Improvers.		Other Employees.	
—	Wages. s. d.	—	Wages per Week of 44 Hours. s. d.
16 years and under 17 years of age	83 3		
17 years and under 18 years of age	102 3		
18 years and under 19 years of age	118 6		
19 years and under 20 years of age	135 3		
20 years and under 21 years of age	148 6		

PROPORTION.—Wherever this section applies :—
One Improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week as provided for other employees.

Stable workers	s. d. 150 6
All others	160 6

* The Board has determined that no apprentice shall be taken to this Section.

Clauses, other than clause 1 of Parts 1, 2, 3, and 4, of the said Determination shall remain in force.



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[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

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

(a)	Improvers.	Other Employees.	Per Hour.	Wages per Week of 40 Hours.
	WAGES.	FIREBRICKS AND TEXTURE BRICKS.	<i>s. d.</i>	<i>s. d.</i>
	FIREBRICKS AND TEXTURE BRICKS.	Burners	4 7½	184 0
	Per Week of 40 Hours.	Crusher attendants who also haul	4 3¾/20	170 6
	<i>s. d.</i>	Crusher attendants who do not haul	4 2½	168 0
14 years of age	59 7	Wet or dry pan attendants who do not haul	4 3¾/10	171 0
15 " "	61 10	Machine Drivers*	4 3¾/40	171 9
16 " "	65 7	Wire cut attendant, column man, or off-bearers from wire cut machine	4 3¾/20	170 6
17 " "	73 10	Hand moulders, dressers and cutters	4 6¾/10	181 0
18 " "	89 9	Drawers*	4 4¾/40	174 9
19 " "	118 1	Setters*	4 10¼/40	194 9
20 " "	123 5	Facemen working in a clayhole 25 feet or less in depth*	4 6¾/40	182 3
	OTHER BRICKS.	All other facemen*	4 7¼/40	184 3
14 years of age	62 1	Wheelers of green or burnt bricks	4 4¾/40	175 6
15 " "	64 10	Clayhole men (employer to provide tools)*	4 5¾/40	179 3
16 " "	68 2	Pressers	4 2¾/20	169 6
17 " "	77 0	Loftmen	4 2¾/20	169 6
18 " "	93 3	Dampermen or Kiln Cleaners*	4 4¾/20	175 3
19 " "	122 11	Yardmen and wastemen	4 2½	168 0
20 " "	128 4			
		OTHER BRICKS.		
	Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 128s. 11d. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Burners	4 7½	184 0
	Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.	Machine drivers or machine riggers*	4 5¾/40	179 3
	PROPORTION (in any factory or place).	Wet or dry pan attendants who do not haul	4 4¾	176 0
	One improver to every eight or fraction of eight employees receiving not less than 168s. per week of 40 hours.	Crusher attendants who do not haul	4 4¾/20	174 6
		Crusher and wet or dry pan attendants who also haul	4 6¾/20	180 6
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)*	4 6¾/40	182 3
		Other drawers*	4 7¼/40	184 9
		Other setters*	4 10¼/40	194 9
		Facemen working in a clayhole 25 feet or less in depth*	4 8¾/40	187 3
		All other facemen*	4 6¾/40	183 3
		Clayhole men (employer to provide tools)*	4 7¼/40	184 3
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	4 5¾/20	178 6
		Off-bearers from wire cut machines	4 4¾/40	175 6
		Truckers	4 4¾/20	175 6
		Adults taking off brick machines	4 4¾/20	175 6
		Dampermen or kiln cleaners*	4 6¾/40	180 3
		Loftmen	4 4¾	174 0
		Yardmen and wastemen	4 3¾/10	173 0

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

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

PIECWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

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

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	4 10½	5 1½	4 8½	5 0½
26 to 36 yards	5 3	5 7½	5 1½	5 5½
36 to 46 yards	5 5½	5 9	5 4	5 7½
Over 46 yards	6 0½	6 4	5 11½	6 2½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	6 1½	6 5	6 5½	6 8½
26 to 36 yards	6 6½	6 9½	6 10½	7 1½
36 to 46 yards	6 9	6 11½	7 0½	7 3½
Over 46 yards	7 4½	7 7½	7 7½	7 10½

	Per thousand.
	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	35 10
" " " " in sheds	30 10
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	25 1-
" " " " from bowling stool in sheds (where material is placed on the table)	23 2
" " " " fancy bricks and off-bearing to hacks or in sheds	35 10
" " " " from bowling stool	32 4
Setting	6 1
Picking blues	20 0

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

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



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[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 November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

BRUSH MAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 776 of the 14th September, 1950, shall be replaced by the following clause:—

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.			(b) OTHER EMPLOYEES.		Wages per week of 40 hours.
Experience.	Wages per week of 40 hours.		<i>Males.</i>		<i>s. d.</i>
	<i>Males.</i>	<i>Females.</i>			
	<i>s. d.</i>	<i>s. d.</i>	Persons employed at— Paint brush making 189 3 Hair pan work 183 0 Bass pan work 183 0 Hair dressing and mixing 183 0 Making twisted brushes 183 0 Making wire brushes 183 0 Bass broom drawing 183 0 Finishing 183 0 Boring (hand) 183 0 Lacquering or ducoing 177 0 Trimming machine (when employed solely at such machine) 168 0 Automatic boring and filling machinists 168 0 Filling machinists 168 0 Boring machinists 168 0		
1st year	34 6	40 6			
2nd year	46 0	53 3			
3rd year	66 6	75 0			
4th year	} minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.	94 9			
5th year		} and thereafter the minimum wage or full piecework prices.			
6th year					
PROPORTION. (Within any factory or place.) APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage. IMPROVERS. <i>Males.</i> One male improver to one or two Two to three Three to five Four to nine Six to twelve Seven to fifteen Nine to eighteen } Male workers receiving not less than 177s. per week of 40 hours or earning full piecework prices. <i>Females.</i> One female improver to one or two Two to three Three to five Four to nine Six to twelve Seven to fifteen Nine to eighteen } Female workers receiving not less than 111s. 6d. per week of 40 hours or earning full piecework prices.			<i>Females.</i> Automatic boring and filling machinists 111 6 Filling machinists 111 6 Trimming machinists 111 6 Boring machinists 111 6 Bench drawing 113 6 Treadle knot-sizing machinists 111 6 Persons employed at lacquering or ducoing 111 6		

Clauses, other than clause 2, of the said Determination shall remain in force, provided that in lieu of the additional amounts prescribed in Note (a) of the piecework schedule in Clause 14 there shall be substituted the following amounts for males and females respectively:—75s. and 46s. 6d.

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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

BULK GRAIN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 792 of the 5th October, 1950, shall be replaced by the following clause:—

2.

WAGES.

(i) *Junior Employees.*

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.	Percentage of the Minimum Wage Prescribed for " Other Employees ".	Weekly Wage.
		£ s. d.
16 years	30	2 10 6
17 years	40	3 7 0
18 years	50	4 4 0
19 years	70	5 17 6
20 years	90	7 11 0

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment
	per week. £ s. d.	per hour. s. d.
<p><i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing</p>	8 8 0	4 7 ² / ₁₀
<p><i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors</p>	8 13 10	4 9 ¹ / ₂
<p><i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship</p>	8 19 8	4 11 ² / ₁₀

(iii) *Leading Hand.*

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 475 of the 30th May, 1950, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.				Wages per Week.	
	Shift Workers.		Ordinary Workers.		Males.	Females.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.				
	s. d.	s. d.	s. d.		s. d.	s. d.
Under 16 years .. .. .	..	..	84 3	Under 16 years	71 3	67 0
16-17 years .. .. .	..	..	99 0	16-17 years	80 0	75 3
17-18 " .. .. .	..	..	111 6	17-18 "	99 0	83 3
18-19 "	145 3	139 6	125 9	18-19 "	109 0	97 9
19-20 "	157 6	153 6	142 0	19-20 "	127 0	106 6
20-21 "	165 3	161 6	151 3	20-21 "	145 3	117 9

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 176s. per week.

One improver to every eight or fraction of eight workers receiving not less than 176s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 137s. 3d. per week.

OTHER EMPLOYEES.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	206 0	203 0	195 0
Milk grader	205 0	202 0	194 0
Milk or cream tester	205 0	202 0	194 0
Creamery manager	200 0	197 0	189 0
Milk or cream neutralizer	198 6	195 6	187 6
Foreman of shift or department or casein plant	200 0	197 0	189 0
Butter-maker	205 0	202 0	194 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	190 0	187 0	179 0
Operators of any of the following machines, viz:—			
Separator	188 0	185 0	177 0
Pasteurizer evacuator, or deodorizer	188 0	185 0	177 0
Weighing machine	188 0	185 0	177 0
Filling machine for tinning of butter when butter has not been milled	190 0	187 0	179 0
Filling machine for tinning of butter when butter has been milled	189 0	186 0	178 0
Storeman or packer in butter canning establishments	189 0	186 0	178 0
Other storeman or packers	188 0	185 0	177 0
Casein-maker	201 0	198 0	190 0
Assistant to casein-maker, casein dryers, and millers	189 6	186 6	178 6
Cheese-maker	205 0	202 0	194 0
Assistant to cheese-maker	189 6	186 6	178 6
Cheese storehand	191 0	188 0	180 0
Male adult washing or sterilizing cans or bottles	188 0	185 0	177 0
Operator of a fork lift truck	190 0	187 0	179 0
All other adult males	187 0	184 0	176 0
All other adult females .. .. .	..	..	137 3

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week in addition to their ordinary wage, whilst so engaged.

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



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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 463 of the 25th May, 1950, shall be replaced by the following clause:—

2.

WAGES.

(a)

Improvers.*

Male.				Female.									
				£ s. d.									
Under 17 years	2	18	9	Under 17 years	..	..	..	£	s.	d.
17 and under 18 years	4	0	3	17 and under 18 years	..	..	..	3	13	9
18 and under 19 years	5	1	3	18 and under 19 years	..	..	..	3	19	6
19 and under 20 years	6	6	3	19 and under 20 years	..	..	..	4	15	0
20 and under 21 years	7	9	9	20 and under 21 years	..	..	..	5	0	6

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	10	0	7	7	9
Cook (Grade 2)	8	10	0	5	17	3
Cook working alone	8	15	0	6	8	0
Supervisor	5	17	3
Attendant	8	1	6	5	4	0

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

CARPENTERS BOARD.

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

2.

Wages.

Adult Employees (other than Apprentices).	Total Wage Payable—					
	Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.		At Yallourn.		Other Parts of Victoria.	
	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.
(i) For stock work	8 19 0	4 10½	9 5 6	5 0½	8 16 0	4 9½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	9 19 0	5 4½	10 5 6	5 6½	9 16 0	5 3½
(iii) For work of employees in a mixed enterprise	9 19 0	5 4½	10 5 6	5 6½	9 16 0	5 3½
(iv) For building construction work	10 4 6	5 6½	10 11 0	5 8½	10 1 6	5 5½

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

27. (f) The minimum ordinary rates of payment to be paid by employers to apprentices shall be as follows:—

	Adjustable Wage		Loading		Total Wage	
	Per Week.		Per Week.		Per Week.	
	£ s. d.	s. d.	s. d.	s. d.	£ s. d.	s. d.
1st year	2 1 6		2 8		2 4 2	
2nd year	2 15 0		5 4		3 0 4	
3rd year	3 15 6		8 0		4 3 6	
4th year	5 8 0		10 8		5 18 8	
5th year	7 0 0		13 4		7 13 4	

Clauses, other than clauses 2 and 27 (f), of the said Determination shall remain in force.

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[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

CEMENT BOARD.

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

2.

WAGES.

APPRENTICES AND IMPROVERS.

	(a) CEMENT WORKS.		
	Wages per Week.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	61 3	2 0	63 3
Under 17 years of age	76 3	2 9	79 0
Under 18 years of age	87 6	3 3	90 9
Under 19 years of age	106 0	4 0	110 0
Under 20 years of age	119 6	4 3	123 9
Under 21 years of age	138 3	5 0	141 3

QUARRY.

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

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

(a)	Cement Works.	Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Cement Burner	181 0	6 0	187 0
	Tester on Slurry Controls	176 0	6 0	182 0
	Miller	173 6	6 0	179 6
	Coal Drier	173 6	6 0	179 6
	Potash plant attendant	172 0	6 0	178 0
	Loader in railway trucks at bagging sheds	178 0	6 0	184 0
	Machine Bag Filler	178 0	6 0	184 0
	Electrostatic Precipitator Attendant	168 6	6 0	174 6
	Pipe Line Attendant	161 0	6 0	167 0
	Slurry Tank Attendant	168 6	6 0	174 6
	Mammoth Crusher Attendant	181 6	6 0	187 6
	Mammoth Crusher Assistant	164 0	6 0	170 0
	Truck Trimmer	159 0	6 0	165 0
	Truck Cleaner	157 0	6 0	163 0
	Cleaner (other)	155 0	6 0	161 0
	Truck Tarper	161 0	6 0	167 0
	Mill Room Helper	160 0	6 0	166 0
	Centrefuge Operator	164 0	6 0	170 0
	Potash Residue Attendant	163 0	6 0	169 0
	Experienced Factory Operative	157 6	6 0	163 6
	Train Attendant	163 6	6 0	169 6
	All others	149 0	6 0	155 0

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

(b)	Quarries.	Adjustable Rate.	Plus War Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Powder Monkey	188 0	6 0	194 0
	Jack Hammerman	188 0	6 0	194 0
	Platelayer	174 6	6 0	180 6
	Bankman	174 6	6 0	180 6
	Underground Drainer	207 0	6 0	213 0
	Underground Quarryman	186 0	6 0	192 0
	Pump Attendant	179 6	6 0	185 6
	Signal Attendant	166 0	6 0	172 0
	Leverman	163 6	6 0	169 6
	Dump Man	163 6	6 0	169 6
	String Puller	161 0	6 0	167 0
	Switch Attendant	161 0	6 0	167 0
	Dray Attendant	163 0	6 0	169 0
	All others	156 0	6 0	162 0

LEADING HANDS.

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

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

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

CHARWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 520 of the 9th June, 1949, shall be replaced by the following clause:—

2.

Improvers.	Other Employees.	Within the Metropolitan District and the Geelong District as defined to the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, and Warrusnibool, the boroughs of Eaglehawk and Sebastopol and within Mildura and Gippsland Districts.	Elsewhere in Victoria.
MALES.	WAGES.*	Per week of 40 hours.	Per week of 40 hours.
WAGES.	Males.	s. d.	s. d.
Under 19 years of age	Office cleaners or general cleaners in charge of—		
19 and under 20 years of age	4 or more office cleaners or general cleaners ..	180 6	177 6
20 years of age	1, 2, or 3 office cleaners or general cleaners ..	169 0	166 0
	Other office cleaners or general cleaners ..	160 0	157 0
PROPORTION.	Females.	Per week of 40 hours.	Per week of 40 hours.
<i>Improvers.</i>	s. d.	s. d.	s. d.
One male improver to every five male workers receiving not less than 160s. per week of 40 hours.	Office cleaners or general cleaners in charge of—		
	4 or more office cleaners or general cleaners ..	161 6	158 6
	1, 2, or 3 office cleaners or general cleaners ..	150 6	147 6
	Other office cleaners or general cleaners ..	146 6	143 6
FEMALES.	* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.		
WAGES.	NOTE.—The employer shall supply all necessary tools and materials free.		
Per week of 40 hours.			
s. d.			
Under 19 years of age			
19 and under 20 years of age			
20 years of age			
PROPORTION.			
<i>Improvers.</i>			
One female improver to every ten female workers receiving not less than 146s. 6d. per week of 40 hours.			

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

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

COAL MINERS BOARD.

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

2.

WAGES.

Minors.				Adult Persons.				
Surface Workers.				Surface Workers.				
Age.	Per Day Shift.			All adults—*29s. 5d. per day shift.				
	Wages.	War-time Loading.	Total.	Underground Workers.				
	s. d.	d.	s. d.	Per Day Shift.				
				s. d.				
14 years	9 8	3	9 11	Shaft sinkers	..	..	..	33 8
15 "	12 0	4	12 4	Timber drawers	..	..	..	34 8
16 "	14 6	5	14 11	Shiftmen	..	..	..	32 5
17 "	17 0	6	18 3	Platmen	..	..	..	32 5
18 "	20 7	7	21 2	Assistant platmen	..	..	..	30 9
19 "	23 8	8	24 4	Set runners (riding or walking)	..	..	..	32 1
20 "	26 9	9	27 6	Jigmen	..	..	..	32 1
				Wheelers (hand wheeling or using one horse)	..	..	..	31 1
				Wheelers (using two horses)	..	..	..	32 8
				Examiners	..	..	..	34 8
				Contract miners' minimum wage	..	..	..	32 10
				Miners working on coal and/or brushing	..	..	..	32 10
				Persons employed in stone-drives	..	..	..	32 5
				Probationary miners	..	..	..	32 5
				Machine-men (including assistant)	..	..	..	34 2
				Shiftmen acting as examiners	..	..	..	33 5
				Ventilation stopping builders	..	..	..	33 5
				Ventilation stopping builders' assistants	..	..	..	31 1
				Persons not provided for otherwise	..	..	..	31 1

* Including 1/- war-time loading.

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

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

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

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

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

JUNIORS.

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

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

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

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

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

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

No. 869.—11005/50.—PRICE 3D.

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

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

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

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

	£	s.	d.
(i) Five-year term—			
First year	2	9	9
Second year	3	6	9
Third year	4	11	0
Fourth year	6	1	0
Fifth year	7	19	0
(ii) Four-year term—			
First year	2	19	6
Second year	4	11	0
Third year	6	1	0
Fourth year	7	19	0

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

First year	2	9	9
Second year	3	6	9
Third year	4	11	0
Fourth year	6	1	0
Fifth year	7	19	0

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

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

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

(i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.

(ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.

(iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.

(iv) Until further order schools approved by the said Board shall be:—

Melbourne Technical College;
Swinburne Technical College, Glenferrie,
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect.

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

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

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

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

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

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

[5771]



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 559 of the 7th August, 1950, shall be replaced by the following clause:—

2. WEEKLY WAGES.

	Town Travellers.		Country Travellers and Territory Travellers.	
	£	s. d.	£	s. d.
Probationary Travellers	9	2 0	10	13 0
Special Travellers	10	2 0	11	13 0
Other Travellers	10	2 0	11	13 0

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 11 for Definitions.)

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

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 476 of the 30th May, 1950, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.				JUVENILE WORKERS.					
	Wages per Week.				Wages per Week.				
	Shift Workers.	All Others.			Males.	Females.			
		s. d.	s. d.			s. d.	s. d.		
Under 16 years	84	3	Under 16 years	70	9	68	3	
16-17 years	98	3	16-17 years	79	9	74	9	
17-18 "	112	3	17-18 "	98	3	84	0	
18-19 "	146	6	126	9	18-19 "	109	0	99	6
19-20 "	158	0	142	0	19-20 "	127	0	107	0
20-21 "	166	6	160	9	20-21 "	145	3	119	0

PROPORTION (IN ANY PLACE).		Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.	
<i>Males.</i>		Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.	
One apprentice to every three or fraction of three workers receiving not less than 176s. per week.			
One improver to every eight or fraction of eight workers receiving not less than 176s. per week.			
<i>Females.</i>			
One apprentice and one improver to every three or fraction of three workers receiving not less than 137s. 3d. per week.			

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	s. d.	s. d.
Milk or cream grader or tester	205 0	194 0
Majonnier operator	205 0	194 0
Neutralizer	202 0	191 0
Foreman of shift or department	202 0	191 0
Operator of any of the following machines :—		
Milk drier (roller system)	195 0	184 0
Milk drier (spray system)	196 0	185 0
Assistant to milk drier (spray system)	195 0	184 0
Sugar boiler	190 0	179 0
Vacuum pan—condensery	197 0	186 0
Vacuum pan-dried milk	196 0	185 0
Vacuum pan-milk sugar	196 0	185 0
Evaporator	195 0	184 0
Homogenizer or viscolizer	193 6	182 6
Cream retort	191 0	180 0
Powder sifter	189 0	178 0
Tubular heater or ejector	190 0	179 0
Separator	188 0	177 0
Pasteurizer	188 0	177 0
Weighing machine (milk receiving)	195 0	184 0
Wire-hoopers, storeman, stackers or packers	189 0	178 0
Washers of vacuum pan, vacuum holding vats, or evaporator	190 0	179 0
Male adult washing or sterilizing cans or bottles	189 0	178 0
Operator of a fork lift truck	190 0	179 0
All other male adults	187 0	176 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	137 3
Females operating dried milk automatic filler .. .. .	..	137 3
All other females .. .. .	..	137 3

Female workers operating the Majonnier operator shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storemen.

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week, in addition to their ordinary wage, whilst so engaged.

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



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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 November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 101 of the 25th February, 1948, shall be replaced by the following clause:—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age	2 13 3	2 14 0
16 years of age	3 1 6	3 0 9
16½ years of age	3 7 0	3 6 0
17 years of age	3 13 9	3 13 9
17½ years of age	4 0 6	4 0 6
18 years of age	4 8 3	4 6 9
18½ years of age	4 18 9	4 13 6
19 years of age	5 6 6	4 19 6
19½ years of age	6 1 6	5 2 6
20 years of age	6 9 3	5 6 6
20½ years of age	7 4 6	5 10 3

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)

	Wages Per Week.	
	£	s. d.
<i>Males.</i>		
First rope layer on heavy type 12 strand machine	8	19 0
Rope layer on heavy type 9 strand machine	8	14 0
Foreman in charge of spinning and preparing departments	8	15 0
Other rope layers in walk with travellers	8	10 0
Rope splicer on driving ropes and springs	8	9 0
Storeman in charge	8	7 0
Packer working press (hand or power) pressing over 28 lb. in weight	8	5 0
Rope house machinist making 2 inch up to and including 4 inch	8	5 0
Rope house machinist making over 4-inch	8	8 0
Power reeler or finisher in connexion with heavy type 12 strand machine	8	5 0
Feeder or first spreader	8	3 0
Traveller driver on heavy type 12 strand machine	8	3 0
Damp mixer or batcher	8	2 0
Feeder of softeners or batchers	8	2 0
Rope and binder twine packer	8	2 0
Winder and warper in tarring department	8	3 0
Winding oiling and tarring yarn	8	3 0
Oiler and/or belt repairer	8	3 0
Maker of rope fenders	8	3 0
Maker of pig nets	8	2 0
Maker of camouflage nets	8	0 0
Power reeler or finisher in walk	8	2 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	8	0 0
Layer of lines or cords in walk	8	6 0
Twister or layer of yarn in walk	8	2 0
Opening Manilla hemp	8	0 0
Scouter	8	0 0
Lumping, loading or unloading hemp, flax or twine in store or factory	8	0 0
Feeder of tow breaker card	8	0 0
Lumping hemp flax or binder twine on wharf	8	3 0
Tacking and balling shop twine	8	2 0
Mat finisher	8	2 0
Maker of fishing lines	8	2 0
Hand reelers	8	0 0
Matting weavers	8	2 0
Drivers of motor waggons with capacity not exceeding 25 cwt.	8	7 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons	8	12 0
Drivers of motor waggons with capacity exceeding 3 tons	8	15 0
Employees pinning hackles, gills and card staves	8	0 0
Dye house and flax boiling department operatives	8	0 0
All other machine operators or employees feeding or taking from machines	8	0 0
All others	7	17 0
<i>Females.</i>		
Balling binder twine	6	2 3
Balling lashing	6	2 3
Bagging binder twine	6	1 3
Feeding breaker card with clock	6	2 3
Feeding spreaders	6	1 3
Feeding finisher cards (hemp)	6	1 3
Spinning	6	7 3
Wet spinning	6	8 3
Ring frame operative	6	2 3
All other machine operators or employees feeding or taking from machines	6	1 3
All others	5	18 3

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



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[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

CORK TRADE BOARD.

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 563 of the 21st May, 1948, shall be replaced by the following clauses:—

2. (a) WAGES.

		Per Week.
		£ s. d.
<i>Adult Males.</i>		
Cork Cutting:—		
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—		
First six months	.. .. .	8 2 6
Thereafter	.. .. .	8 12 6
Feeders and/or operators of machines i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing		
.. .. .	.. .. .	8 0 6
All others	.. .. .	7 17 6
Cork Board:—		
Oven hand in charge (curing)		
.. .. .	.. .. .	8 12 6
All others	.. .. .	7 17 6
Compressed Cork:—		
Oven hand in charge (curing)		
.. .. .	.. .. .	8 12 6
Splitting with band knife and/or mixing granules with adhesive by machinery..		
.. .. .	.. .. .	8 5 6
All others	.. .. .	8 0 6
Fishing Requisites:—		
Rounding and/or drawing off—		
First six months	.. .. .	8 2 6
Thereafter	.. .. .	8 12 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks		
.. .. .	.. .. .	8 0 6
All others	.. .. .	7 17 6
<i>Adult Females.</i>		
Under three months' experience		
.. .. .	.. .. .	4 16 0
All others	.. .. .	5 10 0

(b)

APPRENTICES OR IMPROVERS.

Males.				Per Week.	Females.				Per Week.
				£ s. d.					£ s. d.
Under 16 years of age	..	..	..	1 18 0	17 years of age and under	..	..	..	2 18 0
16 years of age	..	..	..	2 11 0	18 years of age	..	..	..	3 9 0
17 years of age	..	..	..	3 9 0	19 years of age	..	..	..	4 0 0
18 years of age	..	..	..	4 7 0	20 years of age	..	..	..	4 11 6
19 years of age	..	..	..	5 9 0					
20 years of age	..	..	..	6 10 6					

PROPORTION (in any place).

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this

1st day of November, 1950.

RAY. H. BEERS,

Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1027 of the 30th November, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	26 6	0 6	27 0	Chief Pharmaceutical Chemist ..	267 0	6 0	273 0
2nd " " ..	41 0	1 0	42 0	Assistant Pharmaceutical Chemist ..	227 0	6 0	233 0
3rd " " ..	56 0	1 3	57 3	Unqualified Assistant ..	209 0	6 0	215 0
4th " " ..	70 0	1 9	71 9	Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations ..	133 6	3 0	136 6
5th " " ..	84 6	2 0	86 6				
6th " " ..	98 6	2 3	100 9				
7th " " ..	111 0	2 6	113 6				
8th " " ..	138 6	3 0	141 6				
and thereafter the appropriate rate prescribed herein under the heading " Other Employees ".							
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 233s. per week.							
<i>Improvers.</i>							
One improver to every ten or fraction of ten workers receiving not less than 233s. per week.							

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

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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 November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

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

2.

IMPROVERS.

	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	s. d.	
Under 18 years of age	2 8	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20	3 2	
20 years of age and under 21	Appropriate adult rate	

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

OTHER EMPLOYEES.

	Wages.			
	Per Hour.			
	s.	d.		
Man operating power rammer	4	9		
Pitcher setter, cube setter, or pavior				
Weigher and/or mixer on hot asphaltic mixing plant	4	9		
Rigger				
Splicer of Wire Rope or Hemp Rope				
Bitumen pourer or kettle attendant				
Tunnel man or shaft sinker				
Timber man in tunnel or shaft				
Pipe joiner, or pipe layer				
Powder monkey				
Sinker in trenches for storm-water drain				
Finisher in concrete work				
Leading tackle hand	4	8		
Skid scoop (tumbling Tommy), filler, and/or driver				
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work				
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute				
Jack hammerman				
Mixer, gauger spreading or layer on of concrete				
Tar, bitumen or emulsion sprayer operator				
Faceman in gravel pit				
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track				
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion				
Batterman using batter rule	4	7		
Boodler in tunnel				
Fencer				
Sanitary or garbage attendant				
Scabler in tunnel				
Metal or gravel spreader				
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter				
Filler of monkey-tail scoop				
Setter out of reinforcements				
Points man on tram or locomotive line				
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	4	6		
Cold asphaltic shoveller or forker				
Ploughman's offsider				
Tipper of monkey-tail scoop				
Slurry filler				
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks			5	0
Driver power grader 35-h.p. or over			5	0
Driver power grader under 35-h.p.			4	9
Driver side loader			4	7
Driver tractor (oil) 35-h.p. and over			4	9
Driver tractor (oil) under 35-h.p.	4	6		
Driver of traction engine or road roller (steam)	5	0		
Driver road roller (internal combustion)	4	11		
All others	4	5		

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



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[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 13th January, 1950, shall be replaced by the following clause:—

2.

Wages.

Apprentices and Improvers.					Other Employees	
	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year's experience	38·4	..	2 6	55 0	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:— All Employees .. *192s. per week of 40 hours	
2nd year's experience	41·9	..	2 6	60 0		
3rd year's experience	53·0	1 6	1 6	75 6		
4th year's experience	84·0	2 0	2 3	119 6		
5th year's experience	100·0 plus 7s.	2 0	3 0	149 0		
					(b) Employed outside the areas specified in paragraph (a):— All Employees .. *189s. per week of 40 hours	

PROPORTION (WITHIN ANY PLACE).

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

* Including a loading of 6s. per week.

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

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 646 of the 21st August, 1950, shall be replaced by the following clause:—

2.

IMPROVERS.				OTHER EMPLOYEES.		
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.		
Age.	Males.		Females.			
	<i>s.</i>	<i>d.</i>	<i>s.</i>			
Under 16 years..	42	3	37	MALES.		
16 years ..	53	9	42	Persons employed in the cotton wool bleaching department ..		
17 " ..	72	3	49	.. .. . 173 6		
18 " ..	80	0	59	Woollen pickers 170 6		
19 " ..	105	0	71	Feeders of—		
20 " ..	118	3	80	Rag machines 168 6		
				Other machines 168 6		
				Rippers 168 6		
				Persons operating milling machine, hardening machine, or tentering machine ..		
				.. .. . 168 6		
				Persons operating other machines ..		
				.. .. . 168 6		
				Assistant to persons operating milling machine, hardening machine, or tentering machine ..		
				.. .. . 166 6		
				Assistant to persons operating other machines ..		
				.. .. . 166 6		
				Cotton pickers 165 6		
				All others 164 6		
				Leading hands, if in charge of four or more workers ..		
				5s. a week extra		
				FEMALES.		
				Feeders of rag machines 124 9		
				Feeders of machines other than rag machines ..		
				.. .. . 108 9		
				Rippers 104 0		
				Woollen pickers 110 6		
				Cotton pickers 104 0		
				Weighers and wrappers of cotton wool ..		
				.. .. . 104 0		
				All others 104 0		
				Leading hands, if in charge of four or more workers ..		
				5s. a week extra		

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every worker receiving not less than the minimum wage.

Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

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

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

HAM AND BACON CURERS BOARD.

Clause 3 of the Determination published in *Government Gazette* No. 623 of the 4th June, 1948, shall be replaced by the following clause:—

OTHER EMPLOYEES.

3. *Wages.*

	Adjustable	War Loading.	Total Weekly
	Weekly Rate.	Non-Adjustable.	Wage.
	£ s. d.	s. d.	£ s. d.
(a) <i>Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	9 12 0	3 0	9 15 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	8 19 6	3 0	9 2 6
First assistant in the curing department	8 19 6	3 0	9 2 6
Other assistants in the curing department	8 14 6	3 0	8 17 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	8 10 0	3 0	8 13 0
Yardmen { For 48 hours per week	8 13 6	3 0	8 16 6
{ For 40 hours per week	8 7 6	3 0	8 10 6
All others	8 4 6	3 0	8 7 6
(b) <i>Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods)	9 5 0	3 0	9 8 0
Filler-man	8 15 6	3 0	8 18 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers	8 19 6	3 0	9 2 6
Packing room hands	8 9 6	3 0	8 12 6
Linkers and table hands	8 8 6	3 0	8 11 6
All others	8 2 0	3 0	8 5 0

Clauses, other than clause 3, of the said Determination shall remain in force.

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY H. BEERS,
Secretary for Labour.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 706 of the 16th July, 1948, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bothanga, Harristville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If under 16 years of age	67 0		
16 and under 18 years of age	85 0		
18 and under 19 years of age	105 0		
19 and under 20 years of age	135 6		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 16s. per week.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 16s. per week.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	202 6
		(b) If they do not raise or lower human beings	196 6
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	182 6
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	178 0
		(c) On dredges	178 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	188 6
		Attending to a steam engine without condenser	182 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over	182 0
		(ii) if under 50 b.h.p.	177 0
		Motor Drivers or Attendants—	
		On motors over 250 horse power	182 0
		On motors 100 horse power to 250 horse power inclusive	174 0
		On motors under 100 horse power	168 0
		Fireman	172 0
		Fireman—First class	177 0
		Greasers	168 0
		Engine cleaner	164 0
		Boiler cleaner	164 0
		Trimmer and/or Fuelman	164 0

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

				<i>s.</i>	<i>d.</i>	
17 years of age	..	..	..	101	0	per week
18 "	"	..	..	122	0	"
19 "	"	..	..	135	0	"

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus $7\frac{1}{2}$ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 16s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
31st day of October, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 1 and 18 of Part I. and clauses 1, 2, and 23 of Part II. of the Determination published in *Government Gazette* No. 1115 of the 13th December, 1949, shall be replaced by the following clauses:—

PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1. APPRENTICES OR IMPROVERS. Wages per Week of 40 Hours.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	56 0	0 9	56 9	54 6	0 9	55 3
16 years of age	76 0	1 0	77 0	59 0	0 9	59 9
17 years of age	92 0	1 3	93 3	65 6	0 9	66 3
18 years of age	119 6	1 6	121 0	71 6	1 0	72 6
19 years of age	158 0	2 0	160 0	88 0	1 3	89 3
20 years of age	164 6	2 3	166 9	99 6	1 3	100 9

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 20s. 6d. per week of 40 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 20s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 117s. 6d. per week of 40 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 117s. 6d. per week of 40 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Rabbit skimmers or boners	204 0	3 0	207 0
Grader who grades for the export trade	209 6	3 0	212 6
Females employed filling cartons with boned meat	116 0	1 6	117 6
All others	198 6	3 0	201 6

PIECE-WORK PRICES.

18. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinner rabbits (heads off)	2s. 6d. per 100 } plus	3s. 9d. per 100 } plus
Skinner rabbits (heads on)	3s. 3d. per 100 } 94 per cent.	4s. 7½d. per 100 } 94 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } plus	
Skinner hares	9s. 3d. per 100 } 106 per cent.	

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1. APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	49 6	0 9	50 3	40 0	0 9	40 9
16 years of age	65 0	1 0	66 0	49 6	0 9	50 3
17 years of age	86 0	1 3	87 3	60 0	1 0	61 0
18 years of age	106 6	1 9	108 3	76 0	1 3	77 3
19 years of age	120 0.	2 0	122 0	83 6	1 3	84 9
20 years of age	144 6	2 3	146 9	91 0	1 6	92 6

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 177s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 177s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 137s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 137s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	203 6	3 0	206 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	157 6	2 0	159 6
Foreman having the supervision of four or more workers	194 6	3 0	197 6
Shop hands (males) or salesmen	181 6	3 0	184 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	184 6	3 0	187 6
Wet chain pluckers	192 0	3 0	195 0
Labourers assisting—			
(a) Wholesale fish salesmen	189 6	3 0	192 6
(b) Wholesale poultry salesmen	179 6	3 0	182 6
Persons employed grading and/or placing plucked poultry in boxes	184 6	3 0	187 6
Females employed—			
(a) As shop hands	141 0	1 9	142 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	143 6	1 9	145 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	136 0	1 9	137 9
All others	174 6	3 0	177 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

PIECE-WORK PRICES.

23. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—
 (a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	<i>s. d.</i>
(i) Roughing fowls by hand	0 3½ per pair
Roughing fowls by machine	0 3 per pair
Stumping fowls the same day as they are roughed by hand	0 3½ per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4 per pair
Stumping fowls which have been roughed by a machine	0 4 per pair
Plucking fowls	0 7 per pair
Plucking ducks, where wings are not plucked right out	0 7½ per pair
Plucking ducks, where wings are required to be plucked right out	0 11½ per pair
Plucking Muscovy drakes (redheads)	1 3 per pair
Plucking turkey hens	0 8½ per pair
Plucking turkey cocks	1 1 per pair
Plucking geese	1 1 per pair
Plucking teal	0 4 per pair
Plucking black duck	0 5 per pair
Plucking blue wing	0 4 per pair
Plucking mountain duck	0 5 per pair
Plucking pigeons and small birds	0 3 per pair
Plucking quail	0 3 per pair
Plucking pheasants	0 7 per pair
Drawing and trussing fowls or ducks	0 3 per pair extra
Drawing and trussing geese	0 6 per pair extra
Drawing and trussing turkeys	0 9 per pair extra
(ii) *Blooding cuts	0 9 per large box
*Splitting cuts	1 0 per large box
*Scaling and cleaning salmon	1 6 per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2 6 per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0 per large box
*Cleaning whiting	0 3 per dozen
*Filleting whiting	0 6 per dozen
*Cleaning flounders	0 3 per dozen
Trimming shark	0 6 per box
Skimming and trimming shark	2 0 per box

Plus 109 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 23, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2, of the said Determination shall remain in force.





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THURSDAY, NOVEMBER 9.

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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 November, 1950.

Dated at Melbourne, this
3rd day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 477 of the 30th May, 1950, shall be replaced by the following clauses :—

APPRENTICES AND IMPROVERS.

2. MALES*—Apprentices (Other than those covered by the Apprenticeship Commission).

Wages per Week of 40 Hours.

Five Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	22½	..	0 9	1 11 6
2nd six months .. .. .	..	..	0 9	1 16 9
Second year's experience—				
1st six months	30	1 0	1 0	2 3 0
2nd six months .. .. .	..	1 0	1 0	2 13 3
Third year's experience—				
1st six months	45	1 6	1 6	3 4 9
2nd six months .. .. .	..	1 6	1 6	4 5 3
Fourth year's experience—				
1st six months	75	2 0	2 3	5 7 0
2nd six months .. .. .	..	2 0	2 3	6 0 9
Fifth year's experience—				
1st six months	95	2 0	3 0	6 15 3
2nd six months .. .. .	..	2 0	3 0	6 18 6
Thereafter the adult male minimum wage.				

Four Years Terms.

First year's experience—				
1st six months	26	..	0 9	1 16 3
2nd six months .. .. .	..	..	0 9	2 9 6
Second year's experience—				
1st six months	45	1 6	1 6	3 4 9
2nd six months .. .. .	..	1 6	1 6	4 5 3
Third year's experience—				
1st six months	75	2 0	2 3	5 7 0
2nd six months .. .. .	..	2 0	2 3	6 0 9
Fourth year's experience—				
1st six months	95	2 0	3 0	6 15 3
2nd six months .. .. .	..	2 0	3 0	6 18 6
Thereafter the adult male minimum wage				

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES*—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued.*

Three Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—				
1st six months	45	1 6	1 6	3 4 9
2nd six months .. .. .	..	1 6	1 6	4 5 3
Second year's experience—				
1st six months	75	2 0	2 3	5 7 0
2nd six months .. .. .	..	2 0	2 3	6 0 9
Third year's experience—				
1st six months	95	2 0	3 0	6 15 3
2nd six months .. .. .	..	2 0	3 0	6 18 6
Thereafter the adult male minimum wage				

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
Under 17 years of age—			
1st six months	1 13 3	0 6	1 13 9
2nd six months	1 17 3	0 6	1 17 9
3rd six months	2 2 0	0 9	2 2 9
4th six months	2 8 0	0 9	2 8 9
5th six months	2 14 3	1 0	2 15 3
6th six months	3 1 9	1 0	3 2 9
7th six months	3 9 0	1 6	3 10 6
8th six months	3 18 9	1 6	4 0 3
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	2 2 0	0 9	2 2 9
2nd six months	2 8 0	0 9	2 8 9
3rd six months	2 14 3	1 0	2 15 3
4th six months	3 1 9	1 0	3 2 9
5th six months	3 9 0	1 6	3 10 6
6th six months	3 18 9	1 6	4 0 3
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by Apprenticeship Commission.
† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. (a)	MALES.	Wages Per Week of 40 Hours.
		s. d.
Pattern Cutting—		
Pattern Cutters or Designers		187 0
Clicking—		
Clicking outsides (other than felt, fabric, sheep's roans or splits)		179 0
Clicking felt, linings, fabrics, sheep's roans, splits—		
By hand		174 0
By machine		170 0
All others		170 0
Stuff cutting—		
Cutting leather outsides, insoles or half soles		179 0
Ranging by hand		179 0
All others		170 0
Making—		
All operatives except those for whom the rates hereinafter appearing are prescribed		179 0
Operator of bottom levelling machine		170 0
Operator of buzzer machine		170 0
Operator of loose nailing machine		170 0
Bevelling by hand		170 0
Heeling by hand		170 0
Opening channels		170 0
Closing channels		170 0
Feathering		170 0
Turning pumps		170 0
Laying linings and shanking		170 0
Pulling up backs		170 0
Pulling on		170 0
Tinging and trimming (hand or machine)		170 0
Putting on heels and toe plates		170 0
Attaching wood heels by hand		170 0
Putting in stiffeners or toes		166 0
Putting in bottom fillings and shanks		166 0
Slipping off after first month's experience		166 0
Slipping off for first month of experience		160 0
Pulling out tacks		166 0
Stamping and sorting soles		166 0
Solutioning or cementing by hand or machine		166 0
Putting studs or bars on football boots		166 0
Finishing—		
Finishing right through by hand		179 0
Operating heel trimmer		179 0
Operating edge trimmer		179 0
Operating edge setter		179 0
Operating heel scourer		179 0
Operating Naumkeag machine and/or sandpapering machine		173 0
Slipping off after first month's experience		166 0
Slipping off for first month of experience		160 0
All others		170 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

	Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
	s. d.	s. d.	s. d.
(c) Females with (i) four years' experience employed on any form of sewing machine	110 3	3 0	113 3
(ii) any other machine	104 3	3 0	107 3
(iii) any other work set out in clause (b) hereof	102 3	2 9	105 0
(d) Females with four years' experience not otherwise provided for	102 3	2 9	105 0

(e) In addition to the rates prescribed herein any female employee:—
 (i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.
 (ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 102s. 9d. per week and thereafter the rate prescribed for their occupation.

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

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VICTORIA GOVERNMENT GAZETTE.

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No. 882]

THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
3rd day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

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

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	A: Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	10 19 6	11 6 0	10 16 6
Electrical instrument maker and/or repairer (as defined) .. .	10 10 6	10 17 0	10 7 6
Installation inspector and/or tender	9 19 6	10 6 0	9 16 6
Shift electrician	9 15 0	10 1 6	9 12 0
Refrigeration mechanic or serviceman	9 15 0	10 1 6	9 12 0
Electrician in charge of plant and/or installation	9 15 0	10 1 6	9 12 0
Electrical fitter and/or armature winder	9 15 0	10 1 6	9 12 0
Battery fitter	9 15 0	10 1 6	9 12 0
Cable jointer, on high tension (over 6,600 volts)	9 13 6	10 0 0	9 10 6
Cable jointer, on low tension (under 6,600 volts)	9 10 6	9 17 0	9 7 6
Cable jointer's mate	8 6 0	8 12 6	8 3 0
Electrical mechanic	9 15 0	10 1 6	9 12 0
Linesman	9 3 0	9 9 6	9 0 0
Linesman's assistant	8 6 0	8 12 6	8 3 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	9 3 0	9 9 6	9 0 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	8 8 6	8 15 0	8 5 6
Meter tester (1st grade)	9 2 0	9 8 6	8 19 0
Meter tester (2nd grade)	8 15 0	9 1 6	8 12 0
Meter fixer	8 15 0	9 1 6	8 12 0
Switchboard attendant	9 1 6	9 8 0	8 18 6
Battery attendant	8 7 0	8 13 6	8 4 0
Electrical fitter's and mechanic's assistant	8 6 0	8 12 6	8 3 0
Process worker	8 5 0	8 11 6	8 2 0
Other employees with not less than three months' experience in the metal trades industry	7 12 0	7 18 6	7 9 0
Employee not elsewhere classified	7 6 0	7 12 6	7 3 0
(b) Wet Battery Manufacturing.			
Plante assembler	8 15 0	9 1 6	8 12 0
Battery repairer (factory)	8 12 0	8 18 6	8 9 0
Mixing and pasting by hand	8 10 0	8 16 6	8 7 0
Charging and moulding of grids	8 10 0	8 16 6	8 7 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	8 9 0	8 15 6	8 6 0
Formation process	8 7 0	8 13 6	8 4 0
All others in this subdivision	8 5 0	8 11 6	8 2 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.

TRADESMEN IN LARGE POWER HOUSES.

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

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

Ship Repairing.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Electrical mechanic,

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

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

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

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

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein 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 shall be as follows:—

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	29	..	0 9	2 0 6	2 2 6	1 19 6
2nd year	40	1 0	1 0	2 17 0	2 19 6	2 15 6
3rd year	53	1 6	1 6	3 15 6	3 19 0	3 14 0
4th year	84	2 0	2 3	5 19 6	6 5 0	5 17 0
5th year	100 plus 7s.	2 0	3 0	7 9 0	7 15 6	7 6 0
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
1st year	33	..	0 9	2 6 0	2 8 0	2 5 0
2nd year	53	1 0	1 6	3 15 0	3 18 6	3 13 6
3rd year	84	2 0	2 3	5 19 6	6 5 0	5 17 0
4th year	100 plus 7s.	2 0	3 0	7 9 0	7 15 6	7 6 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

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

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

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

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

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

Prohibited Occupations

(c) Junior employees shall not be employed:—

if under the age of 16 years—

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 883]

THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
3rd day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

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

2.

WAGES.

Adults.	Per Week of 40 hours.
<i>Males.</i>	<i>s. d.</i>
Grinder or polisher	180 6
Electro-plater—	
1st Class	195 0
2nd Class	180 0
3rd Class	165 0
Liner or hand decorator	180 6
Coater	170 6
Spray operator	167 0
Other employees with not less than three months' experience in the metal trades industry	152 0
All others	143 0
<i>Females.</i>	
Females employed at—	
(a) Hand burnishing, hand finishing, or lacquering	122 6
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	179 6
All others { under three months' experience in the industry	100 0
{ thereafter	115 0

Leading Hands.

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

APPRENTICESHIP.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

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

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 143s. per week, and two female apprentices to every three female workers receiving not less than 100s. per week.

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(*) **WAGES PER WEEK OF 40 HOURS.**

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	s. d.
1st year	29	..	0 9	40 6
2nd year	40	1 0	1 0	57 0
3rd year	53	1 6	1 6	75 6
4th year	84	2 0	2 3	119 6
5th year	100, plus 7s.	2 0	3 0	149 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st year	33	..	0 9	46 0
2nd year	53	1 0	1 6	75 0
3rd year	84	2 0	2 3	119 6
4th year	100, plus 7s.	2 0	3 0	149 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
<i>I.—Junior Females.</i>					
17 years of age and under	40	1 0	..	3 6	2 19 6
18 years of age	47½	1 3	..	4 0	3 10 6
19 years of age	55	1 6	..	4 6	4 1 6
20 years of age	62½	2 0	..	5 0	4 12 6
<i>II.—Junior Males.</i>					
Under 16 years of age	25	0 6	..	2 0	1 16 6
16 years of age	35	0 9	..	3 0	2 11 6
17 years of age	47½	1 0	..	4 0	3 10 0
18 years of age	60	1 0	..	5 0	4 8 0
19 years of age	75	2 0	..	6 0	5 10 6
20 years of age	90	2 0	..	7 0	6 12 6

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

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

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

(b) Junior employees shall not be employed:—

If under the age of 16 years—

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

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





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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
3rd day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 25 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) Ironworking and General—			
Assembler (leading hand)	8 8 0	8 14 6	8 5 0
Assembler (assistant)	8 3 0	8 9 6	8 0 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	8 8 0	8 14 6	8 5 0
Belt repairer	8 6 0	8 12 6	8 3 0
Blacksmith's striker	8 6 0	8 12 6	8 3 0
Blacksmith's striker on double fires and other assistant	8 8 0	8 14 6	8 5 0
Block and tackle hand	8 8 0	8 14 6	8 5 0
Boiler (inside) chipper and cleaner	8 12 0	8 18 6	8 9 0
Cold saw operator	8 8 0	8 14 6	8 5 0
Die caster	8 11 0	8 17 6	8 8 0
Dogman	8 8 0	8 14 6	8 5 0

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.
(a) Ironworking and General—continued.			
*Dresser and grinder using portable machine	8 10 0	8 16 6	8 7 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	8 6 0	8 12 6	8 3 0
(b) other	8 16 0	9 2 6	8 13 0
*Dresser and grinder (other)	8 8 0	8 14 6	8 5 0
*Emery wheel attendant	8 8 0	8 14 6	8 5 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	8 6 0	8 12 6	8 3 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	8 10 0	8 16 6	8 7 0
Forger's assistant	8 8 0	8 14 6	8 5 0
Friction saw operator	8 6 0	8 12 6	8 3 0
Furnaceman—forge	9 10 6	9 17 0	9 7 6
Furnaceman's assistant—forge	8 8 0	8 14 6	8 5 0
*Furnaceman—electric	8 17 0	9 3 6	8 14 0
*Furnaceman—other (excepting cupola furnaceman)	8 12 0	8 18 6	8 9 0
*Furnaceman's assistant	8 6 0	8 12 6	8 3 0
*Grinding machine or emery wheel operator	8 8 0	8 14 6	8 5 0
Hammer driver	8 8 0	8 14 6	8 5 0
Lagger	8 6 0	8 12 6	8 3 0
Machinist—3rd class (as defined)	8 11 0	8 17 6	8 8 0
Overhead oiler	8 6 0	8 12 6	8 3 0
Painter of ironwork, using spray	8 7 0	8 13 6	8 4 0
Painter of ironwork (other than ship painter) using brush	8 6 0	8 12 6	8 3 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	8 8 0	8 14 6	8 5 0
On bending and cutting machines (assistant)	8 5 0	8 11 6	8 2 0
On steel fabric machines	8 8 0	8 14 6	8 5 0
On steel fabric machines (assistant)	8 3 0	8 9 6	8 0 0
Person working with hammer 14 lb. weight or over—			
On repair work	8 16 3	9 2 9	8 13 3
On other work	8 8 3	8 14 9	8 5 3
Pickler	8 6 0	8 12 6	8 3 0
Piler	8 8 0	8 14 6	8 5 0
Process worker	8 5 0	8 11 6	8 2 0
Rigger and/or splicer	8 12 0	8 18 6	8 9 0
Tar dipper	8 6 0	8 12 6	8 3 0
Other employees with not less than three months' experience in the metal trades industry	7 12 0	7 18 6	7 9 0
Employee not elsewhere classified	7 6 0	7 12 6	7 3 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	9 1 0	9 7 6	8 18 0
Roller	8 14 0	9 0 6	8 11 0
Extrusion press operator	8 13 0	8 19 6	8 10 0
Melter of lead alloys	8 6 0	8 12 6	8 3 0
Lead wool machinist	8 5 0	8 11 6	8 2 0
Molten metal feeder and/or mixer for shot	8 5 0	8 11 6	8 2 0
Roller's assistant	8 6 0	8 12 6	8 3 0
Pipe trap machine operator's assistant	8 6 0	8 12 6	8 3 0
Extrusion press operator's assistant	8 5 0	8 11 6	8 2 0
Other employees with not less than three months' experience in the metal trades industry	7 12 0	7 18 6	7 9 0
All others	7 6 0	7 12 6	7 3 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week (i.e., a further loading of 3s. and an additional margin of 2s.).

Leading Hands.

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

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

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 unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

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.

Provided that an employee 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.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	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 18 0	5 2 6	4 16 0
All others	75	3 0	..	7 0	5 12 6	5 17 6	5 10 6
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	..	3 6	2 19 6	3 2 0	2 18 0
18 years of age ..	47½	1 3	..	4 0	3 10 6	3 13 6	3 9 0
19 years of age ..	55	1 6	..	4 6	4 1 6	4 5 0	3 19 6
20 years of age ..	62½	2 0	..	5 0	4 12 6	4 16 6	4 10 6
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	..	2 0	1 16 6	1 18 6	1 16 0
16 years of age ..	35	0 9	..	3 0	2 11 6	2 14 0	2 10 6
17 years of age ..	47½	1 0	..	4 0	3 10 0	3 13 0	3 8 6
18 years of age ..	60	1 0	..	5 0	4 8 0	4 12 0	4 6 6
19 years of age ..	75	2 0	..	6 0	5 10 6	5 15 6	5 8 6
20 years of age ..	90	2 0	..	7 0	6 12 6	6 18 0	6 9 6
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribe herein while he is employed as a furnaceman or assistant to a furnaceman.							
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	1 0	2 0	1 17 6	1 19 6	1 17 0
16 years of age ..	33	0 9	1 9	2 6	2 10 0	2 12 6	2 9 0
17 years of age ..	60	1 0	3 0	5 0	4 11 0	4 15 0	4 9 6
18 years of age ..	75	2 0	4 0	6 0	5 14 6	5 19 6	5 12 6
19 years of age and over	90	2 6	4 6	7 0	6 17 6	7 3 0	6 14 6

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

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

(b) 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.

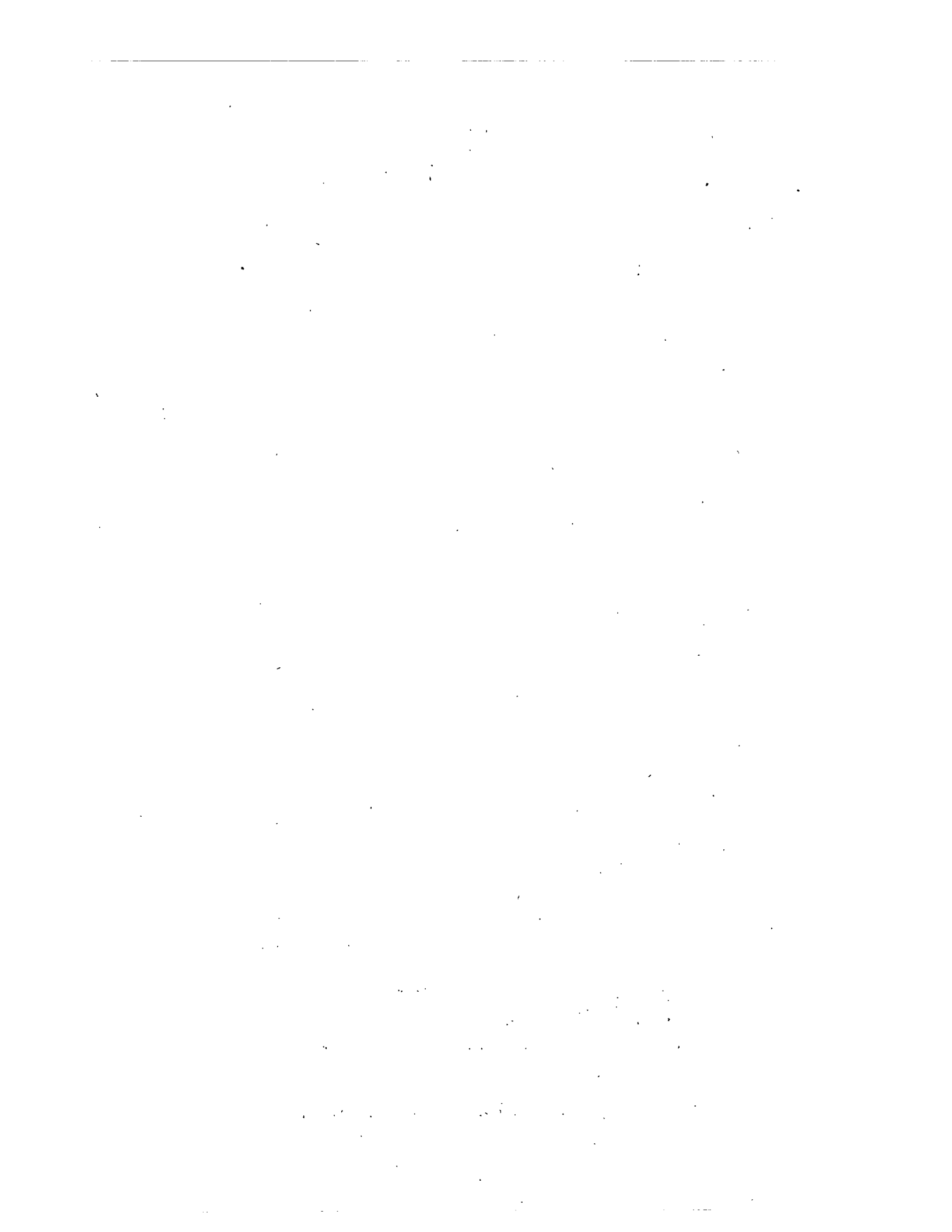
(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from oupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior 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—
As furnaceman or assistant to furnaceman; or
as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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





VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

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

2. WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) . . .	8 13 0	9 1 6	8 12 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	8 8 0	8 14 6	8 5 0
Blacksmith's striker	8 6 0	8 12 6	8 3 0
Blacksmith's striker on double fires and other assistant . . .	8 8 0	8 14 6	8 5 0
Boiler (inside) chipper and cleaner	8 12 0	8 18 6	8 9 0
Boilermaker and/or structural steel tradesman	9 15 0	10 1 6	9 12 0
Boilersmith and/or angle iron smith	9 19 6	10 6 0	9 16 6
Cold saw operator	8 8 0	8 14 6	8 5 0
Dogman	8 8 0	8 14 6	8 5 0
Driller using portable machines	9 10 6	9 17 0	9 7 6
Driller using stationary machines	8 7 0	8 13 6	8 4 0
Employee assisting a ship plate bender or plate setter . . .	8 8 0	8 14 6	8 5 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	8 6 0	8 12 6	8 3 0
Friction saw operator	8 6 0	8 12 6	8 3 0
Furnaceman on heavy angle iron or heavy plate	8 14 0	9 0 6	8 11 0
Furnaceman's assistant	8 6 0	8 12 6	8 3 0
Holder-up	8 8 0	8 14 6	8 5 0
Machinist—			
1st class	9 15 0	10 1 6	9 12 0
2nd class	9 0 0	9 6 6	8 17 0
3rd class	8 11 0	8 17 6	8 8 0

WAGES—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
Machinist, steel construction—	£ s. d.	£ s. d.	£ s. d.
1st class	8 13 0	8 19 6	8 10 0
2nd class	8 7 0	8 13 6	8 4 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	10 1 0	10 7 6	9 18 0
Painter of ironwork using spray	8 7 0	8 13 6	8 4 0
Painter of ironwork (other than ship painter) using brush ..	8 6 0	8 12 6	8 3 0
Plate setter and frame bender	9 18 0	10 4 6	9 15 0
Press and block hand assisting a boiler or angle ironsmith ..	8 8 0	8 14 6	8 5 0
Process worker	8 5 0	8 11 6	8 2 0
Rigger and/or splicer	8 12 0	8 18 6	8 9 0
Rivet heater	8 8 0	8 14 6	8 5 0
Welder—			
1st class (other than when using Cutler machine) ..	9 19 6	10 6 0	9 16 6
1st class (using Cutler machine)	9 2 0	9 8 6	8 19 0
2nd class	8 11 0	8 17 6	8 8 0
3rd class	8 7 0	8 13 6	8 4 0
Welder-tack	8 9 0	8 15 6	8 6 0
Other employees with not less than three months' experience in the metal trade industry	7 12 0	7 18 6	7 9 0
Employee not elsewhere classified	7 6 0	7 12 6	7 3 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	8 8 0	8 14 6	8 5 0
Cement mixer	8 9 0	8 15 6	8 6 0
Cement liner	8 12 0	8 18 6	8 9 0
Cement liner operator	9 0 0	9 6 6	8 17 0
Employee in charge of ring making machines	8 12 0	8 18 6	8 9 0
Employee rounding and straightening steel pipes	8 11 0	8 17 6	8 8 0
Employee on tar dip and sand rolling	8 8 0	8 14 6	8 5 0
Faucet maker in charge of furnace	8 15 0	9 1 6	8 12 0
Faucet maker's assistant	8 8 0	8 14 6	8 5 0
Machine operator (in charge of machines)	8 12 0	8 18 6	8 9 0
Pipe builder	8 12 0	8 18 6	8 9 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, 13s. per week extra; more than twenty employees, 27s. per week extra.

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

Tradesmen in Large Power Houses.

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

Ship Repairing.

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

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

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

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

Proportion.

(f) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	29		0 9	40 6	42 6	39 6
2nd year	40	1 0	1 0	57 0	59 6	55 6
3rd year	53	1 6	1 6	75 6	79 0	74 0
4th year	84	2 0	2 3	119 6	125 0	117 0
5th year	100 plus 7s.	2 0	3 0	149 0	155 6	146 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	33		0 9	46 0	48 0	45 0
2nd year	53	1 0	1 6	75 0	78 6	73 6
3rd year	84	2 0	2 3	119 6	125 0	117 0
4th year	100 plus 7s.	2 0	3 0	149 0	155 6	146 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne. 10 Miles of G.P.O., Geelong, or at Warranbool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>						
Under 16 years of age	25	s. d. 0 6	s. d. 2 0	s. d. 36 6	s. d. 38 6	s. d. 36 0
16 years of age	35	0 9	3 0	51 6	54 0	50 6
17 years of age	47½	1 0	4 0	70 0	73 0	68 6
18 years of age	60	1 0	5 0	88 0	92 0	86 6
19 years of age	75	2 0	6 0	110 6	115 0	108 6
20 years of age	90	2 0	7 0	132 6	138 0	129 6

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

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

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

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

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

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

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



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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
1st day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 683 of the 5th July, 1948, shall be replaced by the following clauses:—

2.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	9 0 0	9 6 0	9 6 6	8 17 0
First-class, with condenser	9 6 6	9 12 6	9 13 0	9 3 6
Second-class	8 15 0	9 1 0	9 1 6	8 12 0
Second-class, with condenser	9 0 0	9 6 0	9 6 6	8 17 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	9 0 0	9 6 0	9 6 6	8 17 0
Under fifty brake horse-power	8 15 0	9 1 0	9 1 6	8 12 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	9 0 0	9 6 0	9 6 6	8 17 0
On motors 100-horse power to 250-horse power inclusive	8 12 0	8 18 0	8 18 6	8 9 0
On motors under 100-horse power	8 6 0	8 12 0	8 12 6	8 3 0

Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.

Note.—Horse power shall be that shown on the maker's name plate.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	9 19 0	10 5 0	10 5 6	9 16 0
Others ..	9 9 6	9 15 6	9 16 0	9 6 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver ..	10 5 6	10 11 6	10 12 0	10 2 6
Second driver ..	9 5 6	9 11 6	9 12 0	9 2 6
D.—WINGH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders) ..	9 0 0	9 6 0	9 6 6	8 17 0
Others ..	8 16 0	9 2 0	9 2 6	8 13 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class ..	9 15 0	10 1 0	10 1 6	9 12 0
Lofty cranes—second-class ..	9 11 6	9 17 6	9 18 0	9 8 6
Lofty cranes—third-class ..	9 5 6	9 11 6	9 12 0	9 2 6
Cantilever cranes ..	9 11 6	9 17 6	9 18 0	9 8 6
Cranes transporting molten metal in foundries ..	9 4 0	9 10 0	9 10 6	9 1 0
Open hearth furnace crane ..	9 4 0	9 10 0	9 10 6	9 1 0
Steam travelling cranes ..	9 4 0	9 10 0	9 10 6	9 1 0
Other steam cranes ..	8 19 6	9 5 6	9 6 0	8 16 6
Grab cranes ..	9 4 0	9 10 0	9 10 6	9 1 0
Electric cranes not elsewhere included—				
Four motions and over ..	8 15 6	9 1 6	9 2 0	8 12 6
Overhead traverser with auxiliary hoist				
Traverser with jib hoist ..				
Two or three motions ..				
Overhead traverser ..				
Stationary jib; stationary jib hoist	8 12 0	8 18 0	8 18 6	8 9 0
Traverser jib ..				
Hydraulic stationary jib cranes ..	8 16 0	9 2 0	9 2 6	8 13 0
Mobile cranes lifting capacity up to and including 3 tons ..				
Over 3 tons and up to 5 tons ..				
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s. 6d. per week up to 10 tons ..	9 1 0	9 7 0	9 7 6	8 18 0
Fork lift driver ..	8 16 0	9 2 0	9 2 6	8 13 0
Cranes and hoists not elsewhere included ..	8 8 0	8 14 0	8 14 6	8 5 0
String cranes—five tons or less ..	8 0 0	8 6 0	8 6 6	7 17 0
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam) ..	9 3 0	9 9 0	9 9 6	9 0 0
Road roller (oil) ..	9 1 0	9 7 0	9 7 6	8 18 0
Traction engine (oil—50-brake h.p. or over) ..	9 3 0	9 9 0	9 9 6	9 0 0
Traction engine (oil—under 50-brake h.p.) ..	8 18 0	9 4 0	9 4 6	8 15 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor ..	8 13 0	8 19 0	8 19 6	8 10 0
Internal combustion traction motor ..	8 13 0	8 19 0	8 19 6	8 10 0
<i>Tow Motors.</i>				
Tow motor ..	8 7 0	8 13 0	8 13 6	8 4 0
G.—TRACTOR UNIT PLANT.				
<i>The provisions of this Division shall not apply to logging operations.</i>				
Tournapull ..	10 5 6	10 11 6	10 12 0	10 2 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under ..	8 18 0	9 4 0	9 4 6	8 15 0
(b) over 50-brake horse power ..	9 3 0	9 9 0	9 9 6	9 0 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under ..	9 3 0	9 9 0	9 9 6	9 0 0
(b) over 35-brake horse power to 70-brake horse power ..	9 13 0	9 19 0	9 19 6	9 10 0
(c) over 70-brake horse power ..	9 19 0	10 5 0	10 5 6	9 16 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinfore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	9 3 0	9 9 0	9 9 6	9 0 0
Grader, single unit over 40-brake horse power	9 19 0	10 5 0	10 5 6	9 16 0
Grader, single unit 40-brake horse power and under	9 9 0	9 15 0	9 15 6	9 6 0
Concrete paver, single drum	8 18 0	9 4 0	9 4 6	8 15 0
H.—FIREMEN.				
Fireman	8 10 0	8 16 0	8 16 6	8 7 0
Fireman—first-class	8 15 0	9 1 0	9 1 6	8 12 0
Leading fireman—first class	9 2 0	9 8 0	9 8 6	8 19 0
Leading fireman—second-class	8 19 0	9 5 0	9 5 6	8 16 0
Locomotive fireman	8 13 0	8 19 0	8 19 6	8 10 0
I.—GREASERS.				
Greaser or oiler	8 6 0	8 12 0	8 12 6	8 3 0
Greaser or oiler—first-class	8 15 0	9 1 0	9 1 6	8 12 0
Trimmer	8 2 0	8 8 0	8 8 6	7 19 0
Fuelman	8 2 0	8 8 0	8 8 6	7 19 0
Engine cleaner	8 2 0	8 8 0	8 8 6	7 19 0
Boiler cleaner	8 2 0	8 8 0	8 8 6	7 19 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	9 2 0	9 8 0	9 8 6	8 19 0
All others	7 3 0	7 9 0	7 9 6	7 0 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. 6d. per week in lieu of payment under clause 14 for absences arising from sickness or accident.

3.

Additional Rates.

Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—

s. d.
15 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all 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 loading specified.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
If under 16 years of age ..	25	0 6	1 14 6	1 14 6	1 16 6	1 14 0
If 16 years of age ..	33	0 9	2 6 0	2 6 0	2 8 0	2 5 0
If 17 years of age ..	60	1 0	4 3 0	4 3 0	4 7 0	4 1 6
If 18 years of age ..	75	2 0	5 4 6	5 4 6	5 9 6	5 2 6
If 19, but under 20 years of age ..	90	2 6	6 6 0	6 6 0	6 11 6	6 3 0

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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