



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 36 and 52 of the Determination published in *Government Gazette* No. 343 of the 10th May, 1950, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2. APPRENTICES AND IMPROVERS.					
	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
17 years of age	70 0	.. ..	68 6	.. ..
18 years of age	88 0	70 6	86 6	69 0	
19 years of age	110 6	81 6	108 6	79 6	
20 years of age	132 6	92 6	129 6	90 6	

Junior employees 18 years of age and over shall be subject to a deduction of 15s. per week for board.

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.				
Barman	s. d. 173 0	s. d. ..	s. d. 170 0	s. d. ..
Cellarman	183 0	..	182 0	..
Assistant Cellarman	173 0	..	170 0	..
Barmaids .. .. .	..	173 0	..	170 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	213 0	155 9	210 0	154 0
Five, six, or seven	203 0	145 9	200 0	144 0
Three or four	185 0	127 9	182 0	126 0
Other first cooks, or cook employed alone	179 0	121 9	176 0	120 0
Second cook where number of persons employed in kitchen is—				
Eight or more	195 6	138 3	192 6	136 6
Five, six, or seven	185 6	128 3	182 6	126 6
Other second cooks	173 0	119 9	170 0	118 6
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	195 6	138 3	192 6	136 6
Five, six, or seven	185 6	128 3	182 6	126 6
Other night or relieving cooks	173 0	115 9	170 0	114 0
Larder cook	176 0	118 9	173 0	117 0
Pastrycook	179 0	121 9	176 0	120 0
Stove, grill, fish, third or breakfast cook	173 0	115 9	170 0	114 0
Vegetable or assistant cook	170 0	112 9	167 0	111 0
Oysterman	163 0	..	160 0	..
Pantryman or kitchenman	163 0	..	160 0	..
Storeman	170 0	..	167 0	..
Head waiter	173 0	..	170 0	..
Other waiters (Drink and/or food)	163 0	..	160 0	..
Night porter	163 0	..	160 0	..
Day porter	163 0	..	160 0	..
Billiard-room attendant	163 0	..	160 0	..
Commissionaire or messenger	163 0	..	160 0	..
Housekeeper, stewardess, or manageress .. .. .	..	99 9	160 0	98 0
Laundress .. .. .	..	115 9	..	114 0
Head waitress .. .. .	..	103 9	..	102 0
Other waitresses .. .. .	..	105 9	..	104 0
Pantrymaid or kitchenmaid .. .. .	..	99 9	..	98 0
Housemaid .. .. .	..	99 9	..	98 0
Persons not otherwise provided for	163 0	99 9	160 0	98 0
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 65 0	..	Per week of 20 hours 64 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

CLUBS.

36.

APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 40 HOURS.						PROPORTION (IN ANY PLACE).
	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.	
16 years of age and under	63 6	1 6	65 0	50 6	1 0	51 6	<p>MALES OR FEMALES.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17	72 6	1 6	74 0	59 0	1 3	60 3	
18	82 6	1 9	84 3	62 0	1 6	63 6	
19	98 6	2 3	100 9	67 0	1 6	68 6	
20	127 0	3 0	130 0	74 0	1 9	75 9	

CLUBS—continued.

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	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.
Steward	173 0	..	170 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	213 0	155 9	210 0	154 0
Five, six, or seven	203 0	145 9	200 0	144 0
Three or four	185 0	127 9	182 0	126 0
Other first cooks or cook employed alone	179 0	121 9	176 0	120 0
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	195 6	138 3	192 6	136 6
Five, six, or seven	185 6	128 3	182 6	126 6
Less than five	173 0	119 9	170 0	118 0
Larder cook	176 0	118 9	173 0	117 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	175 0	116 9	172 0	115 0
Third, stove, grill, fish, or breakfast cook	173 0	115 9	170 0	114 0
Vegetable or assistant cook	170 0	112 9	167 0	111 0
Oysterman	163 0	..	160 0	..
Pantryman or kitchenman	163 0	..	160 0	..
Storeman	170 0	..	167 0	..
Head waiter	173 0	..	170 0	..
Other waiters	163 0	..	160 0	..
Night porter	163 0	..	160 0	..
Day porter	163 0	..	160 0	..
Billiard-room attendant	163 0	..	160 0	..
Commissionaire or messenger	163 0	..	160 0	..
Housekeeper, stewardess, or manageress .. .. .	..	115 9	..	114 0
Laundress .. .. .	..	103 9	..	102 0
Head waitress or supervisor .. .. .	..	115 9	..	104 0
Other waitresses .. .. .	..	99 9	..	98 0
Pantrymaid or kitchenmaid .. .. .	..	99 9	..	98 0
Counterhand .. .. .	..	99 9	..	98 0
Housemaid .. .. .	..	99 9	..	98 0
Linen maid or seamstress .. .. .	..	104 3	..	102 6
Persons not otherwise provided for	163 0	99 9	160 0	98 0
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	65 0	..	64 0

NOTE.—War Loading—For convenience War Loadings as follows :—

Males .. .. .	..	..	..	..	..	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids .. .. .	..	..	..	..	..	1s. 6d. "
Other females .. .. .	..	..	..	..	..	2s. 6d. "

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided 9s. 0d. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 0d. per week less; or
- (iv) boards and lodges the employee, 21s. 0d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (a)

APPRENTICES OR IMPROVERS.

	Wages per week of 40 hours.						PROPORTION (IN ANY PLACE).	
	Males.			Females.			MALES OR 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.		
16 years of age and under	63 6	1 6	65 0	50 6	1 0	51 6	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>	
17 "	72 6	1 6	74 0	59 0	1 3	60 3		
18 "	82 6	1 9	84 3	62 0	1 6	63 6		
19 "	98 6	2 3	100 9	67 0	1 6	68 6		
20 "	127 0	3 0	130 0	74 0	1 9	75 9		

(b)

OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	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.
First cook where the number of persons employed in the kitchen is—				
Eight or more	210 0	155 9	207 0	154 0
Five, six, or seven	200 0	145 9	197 0	144 0
Three or four	182 0	127 9	179 0	126 0
Other first cooks or cook employed alone	176 0	121 9	173 0	120 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	192 6	138 3	189 6	136 6
Five, six, or seven	182 6	128 3	179 6	126 6
Other second cooks	170 0	119 9	167 0	118 0
Night or relieving cook	170 0	115 9	167 0	114 0
Larder cook	173 0	118 9	170 0	117 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	172 0	116 9	169 0	115 0
Third, stove, grill, fish, or breakfast cook	170 0	115 9	167 0	114 0
Vegetable or assistant cook	167 0	112 9	164 0	111 0
Oysterman	160 0	..	157 0	..
Pantryman or kitchenman	160 0	..	157 0	..
Storeman or storewoman	167 0	103 9	164 0	102 0
Head waiter	170 0	..	167 0	..
Other waiters	160 0	..	157 0	..
Night porter	160 0	..	157 0	..
Day porter	160 0	..	157 0	..
Billiard-room attendant	160 0	..	157 0	..
Commissionaire or messenger	160 0	..	157 0	..
Housekeeper or stewardess .. .. .	..	115 9	..	114 0
Laundress .. .. .	..	103 9	..	102 0
Head waitress or supervisor .. .. .	..	105 9	..	104 0
Other waitresses .. .. .	..	99 9	..	98 0
Pantrymaid or kitchenmaid .. .. .	..	99 9	..	98 0
Fruit juice, flavour, or soda fountain hand .. .. .	..	102 9	..	100 6
Counterhand (other than a soda fountain hand as defined) .. .. .	..	99 9	..	98 0
Housemaid .. .. .	..	99 9	..	98 0
Linin maid or seamstress .. .. .	..	104 3	..	102 6
Persons not otherwise provided for	160 0	99 9	157 0	98 0
		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	65 0	..	64 0

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids	1s. 6d. "
Other females	2s. 6d. "

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding \$2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
- (iv) boards and lodges the employee, 21s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses, other than clauses 2, 36 and 52, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 923]

THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 478 of the 30th May, 1950, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.		Number (in any place).	
Making cigars or sorting and packing cigars:—		APPRENTICES.	
Experience—	s. d.	*Percentage.	
1st year—	.. .. . 23 10 ..	14	
1st six months	.. .. . 27 7 ..	16½	
2nd six months	.. .. . 39 6 ..	23½	
2nd year	.. .. . 59 1 ..	34½	
3rd year	.. .. . 74 10 ..	44	
or in lieu of weekly wages the work may be paid at the following piece-work prices:—			
<i>Making Cigars.</i>			
2nd year	.. One-third of the piece-work prices.	} See also clause 13 sub-clause (m)	
3rd year	.. Two-thirds of the piece-work prices.		
4th year	.. Three-quarters of the piece-work prices.		
<i>Sorting and Packing Cigars.</i>			
In Boxes of—			
	500 cigars.	250 cigars.	100 cigars.
	50 cigars.	25 cigars.	10 cigars.
	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.
1st year	.. 1 1·2	1 1·2	1 1·2
2nd year	.. 1 4·5	1 4·5	1 4·5
3rd year	.. 1 7·8	1 7·8	1 11·1
4th year	.. 2 2·4	2 2·4	2 5·7
	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.
1st year	.. 1 1·2	1 1·2	1 4·5
2nd year	.. 1 4·5	1 4·5	1 7·8
3rd year	.. 1 7·8	1 7·8	2 2·4
4th year	.. 2 2·4	2 2·4	3 0·3
	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.
1st year	.. 1 1·2	1 1·2	2 2·4
2nd year	.. 1 4·5	1 4·5	2 9
3rd year	.. 1 7·8	1 7·8	3 3·6
4th year	.. 2 2·4	2 2·4	3 10·2
} Plus 3 per centum. See also clause 13 sub-clause (m).			
IMPROVERS.		s. d.	*Percentage.
18 years	.. .. .	59 1 ..	34½
19 years	.. .. .	82 5 ..	48½
20 years	.. .. .	102 5 ..	60½

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

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

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	27 7	16½	27 7	16½	31 5	18½	31 5	18½
Turning bunches	27 7	16½	27 7	16½	31 5	18½	31 5	18½
Stripping fillers	27 7	16½	27 7	16½	31 5	18½	35 3	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				3rd Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.		Wages.	*Per-centage.	Wages.	*Per-centage.
	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	47 2	27½	51 0	30	70 1	41½	90 6	53½
Turning bunches	47 2	27½	51 0	30	70 1	41½	90 6	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 170s. per week of 40 hours ..	34 10	20½	38 8	22½	47 2	27½	59 6	35	74 4	43½	96 11	57	122 10	72½

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

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	27 7	26	32 2	30½	36 11	34½	41 5	39
Stripping and booking cigar bunch wrapper leaf	59 9	56½	59 9	56½	59 9	56½	59 9	56½
Ringed cigars	27 7	26	32 2	30½	36 11	34½	41 5	39
Stripping fillers	27 7	26	32 2	30½	36 11	34½	41 5	39
Packing cigars, viz.:—								
Havanette	27 7	26	32 2	30½	36 11	34½	41 5	39
Royal Bengals	27 7	26	32 2	30½	36 11	34½	41 5	39
Bonanzas	27 7	26	32 2	30½	36 11	34½	41 5	39
Gem of East Cigarillos	27 7	26	32 2	30½	36 11	34½	41 5	39
Swiss	27 7	26	32 2	30½	36 11	34½	41 5	39
Cartons or parcels	27 7	26	32 2	30½	36 11	34½	41 5	39
Machine work, viz.:—								
Making bunches	27 7	26	32 2	30½	36 11	34½	41 5	39
Covering cigars	27 7	26	32 2	30½	36 11	34½	41 5	39
Swiss	27 7	26	32 2	30½	36 11	34½	41 5	39
Lucky Hit	27 7	26	32 2	30½	36 11	34½	41 5	39
Havanettes.. .. .	27 7	26	32 2	30½	36 11	34½	41 5	39
Senoritas	27 7	26	32 2	30½	36 11	34½	41 5	39

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

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	s. d. 45 11	% 43½	s. d. 55 3	% 52	Piece-work prices Minimum wage	Piece-work prices Minimum wage
Stripping and booking cigar bunch wrapper leaf	78 1	73½	82 10	78		
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—	"		"		"	"
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—	"		"		"	"
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	" Making throughout		"		"	"
Senoritas	"		"		"	"

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 10s. 3d. per week of 40 hours ..	s. d. 34 10	% 32½	s. d. 43 7	% 41	s. d. 52 4	% 49½	s. d. 58 5	% 55	s. d. 66 11	% 63	s. d. 76 9	% 72½	s. d. 87 1	% 82

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

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	8 14 5
Strippers and bookers of cigar covering leaf (females)	6 4 3
Strippers and bookers of cigar bunch wrapper leaf (females)	5 13 9
Cigar box makers (males)	8 17 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	5 9 9
Stripping fillers (males)	8 10 0
All others (males)	8 10 0
" (females) 62½ per cent. of the above rate for "All Others (Males.)"	5 6 3

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 13 the following shall be substituted :—

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

Age.	Males.		Females.	
	s. d.		s. d.	
Adults	51 0	per week	31 11	per week
14 years of age	10 7	" "	10 3	" "
15 " " " "	11 6	" "	12 8	" "
16 " " " "	14 1	" "	15 5	" "
17 " " " "	17 10	" "	17 1	" "
18 " " " "	22 2	" "	19 5	" "
19 " " " "	29 1	" "	22 5	" "
20 " " " "	36 11	" "	22 5	" "





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THURSDAY, NOVEMBER 23.

[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
16th day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

JAM TRADE BOARD.

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

ADULT EMPLOYEES.

2.

(a) Males—Weekly Hands.

	Wages per Week.		
	£	s.	d.
Foreman (first jam maker)	9	15	0
Assistant jam maker (as defined)	9	3	0
Foreman packer in charge of despatch and packing department	9	10	0
Foreman sauce, chutney, pickles or condiment maker (as defined)	9	5	0
Fruit or vegetable preserver (as defined)	9	5	0
Fruit crystallizer	9	0	0
Candy peel-maker in charge	9	0	0
Operator of peach-pitting or pear-preparing machine	8	12	0
Leading hand, bottle department	8	15	0
Foreman packer's assistant	8	18	0
Leading hand, pulp department	8	15	0
Man working in connexion with freezing or cooling chambers	8	12	0
Man working in dehydrating tunnel	8	12	0
Operator of labelling machine labelling canned goods	8	12	0
Operator of fruit or vegetable lye machine	8	12	0
Syrup maker, i.e., a person who actually boils the syrup	8	12	0
Tapper	8	12	0
Operator of sauce labelling machine	8	12	0
Driver of power-driven factory truck	8	11	0
Employees engaged in inspecting fruit for acceptance or rejection	8	11	0
Employee in fruit crystallizing department, other than fruit crystallizer	8	11	0
Storeman and packer (as defined)	8	12	0
Employees operating can-closing machine	8	12	0
Employee engaged feeding into and/or taking from lacquer machine	8	8	0
Employees feeding into and/or taking from bottle-washing machine	8	12	0
Employee engaged in bottle-washing department	8	8	0
Retort hand (as defined)	8	8	0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	8	8	0
Man in charge of and operating retorts	8	15	0
Employee operating jam filling machine	8	12	0
Employee operating sauce filling machine	8	12	0
Employee operating bottle capping or bottle closing machine	8	12	0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	8	8	0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	8	5	0
Employees engaged filling, stirring, weighing, loading in and taking off in the jam and pulp making sections	8	8	0
All others	8	3	0

Provided that—

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

(b) Females—Weekly Hands.

		Wages per Week.
		£ s. d.
Head forewoman	7 9 3
Forewoman's assistant	6 19 3
Head woman supervisor	6 16 3
Supervisor (as defined)	6 14 3
Operator of peach pitting machine or pear preparing machine	6 14 3
Employees engaged in—		
(i) clipping piecework tickets	} 6 11 3
(ii) cutting or pulping lemons or pineapples .. .. .	.. .. .
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .	.. .. .
(iv) operating can-closing machines .. .. .	.. .. .
(v) packing clear mixed pickles into glass containers .. .. .	.. .. .
(vi) pouring out or filling jam by hand .. .. .	.. .. .
(vii) pouring out pulp by hand .. .. .	.. .. .
(viii) stirring jam, sauce, or pulp .. .. .	.. .. .
(ix) washing bags .. .. .	.. .. .
(x) working at a fruit press .. .. .	.. .. .
(xi) feeding into and/or taking from lacquer machine .. .. .	.. .. .
(xii) feeding into and/or taking from bottle-washing machine .. .. .	.. .. .
(xiii) bottle-washing department .. .. .	.. .. .
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .	.. .. .
(xv) operator jam filling machine .. .. .	.. .. .
(xvi) operator sauce filling machine .. .. .	.. .. .
(xvii) operator bottle capping or bottle closing machine .. .. .	.. .. .
(xviii) operator sauce labelling machine .. .. .	.. .. .
(xix) feeding peach slicing machine .. .. .	.. .. .
All other adult females, i.e., females 18 years of age or over	6 2 3

Provided that—

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

ADULT MALE EMPLOYEES—CASUAL HANDS.

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

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

4.

JUNIOR EMPLOYEES.

		Wages per Week.
		£ s. d.
(i) Males—		
Under 17 years of age .. .. .	.. .. .	3 4 3
17 years of age and under 18 years of age .. .. .	.. .. .	3 19 6
18 years of age and under 19 years of age .. .. .	.. .. .	4 15 6
19 years of age and under 20 years of age .. .. .	.. .. .	5 13 3
20 years of age and under 21 years of age .. .. .	.. .. .	6 16 0
Provided that any junior male employee employed operating a peach-pitting or pear-preparing machine shall be paid 12s. per week in addition to the above rates.		
(ii) Females—		
Under 18 years of age .. .. .	.. .. .	4 11 3
Provided that any junior female employee employed operating a peach-pitting or pear-preparing machine shall be paid 12s. per week in addition to the above rate.		

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



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THURSDAY, NOVEMBER 23.

[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
16th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 812 of the 19th October, 1950, shall be replaced by the following clause:—

2.

WAGES.

Apprentices or Improvers.

Apprentices.			Improvers.				
		Wages per Week.					
		<i>s. d.</i>					
1st year's experience	.. ..	.. 36 0	(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—			
2nd " "	.. ..	.. 46 6	1st year's experience as such .. 122s. per week.			
3rd " "	.. ..	.. 59 0	Thereafter The rate provided in clause 2 "Other Employees" for the class of vehicle driven.			
4th " "	.. ..	.. 69 0	(b) Other Improvers—			
And thereafter the minimum wage.							
PROPORTION.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
			Wages per Week.				
			Commencing Age—				
			17 Years or Under.	18 Years.	19 Years.	20 Years.	
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year's experience	.. ..	46 6	59 0	78 0	91 0	..
2nd " "	.. ..	59 0	78 0	91 0	..	..
3rd " "	.. ..	78 0	91 0	..	..	..
4th " "	.. ..	91 0	..	..	..	..
And thereafter the minimum wage.							
PROPORTION.							
One improver to every seven or fraction of seven workers receiving not less than the minimum wage.							

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—	<i>s. d.</i>
In which the licensed passenger seating capacity exceeds 18 persons	180 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	176 0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	172 0*
In which the licensed passenger seating capacity does not exceed 7 persons	170 0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—	<i>s. d.</i>
In which the licensed passenger seating capacity exceeds 23 persons	175 0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	170 0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	164 0
All other drivers	160 0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor	193 0
---------------------------	-------

(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females)	165 0
Greasers	170 0
Cleaners	158 0
All others—	
Males	158 0
Females	115 0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

(a) for drivers of vehicles on regular services—

After not less than two years, but less than five years of such service an additional 5s. per week;

After five years or more of such service, an additional 10s. per week.

(b) drivers giving practical instruction in the driving of mechanically-propelled vehicles—

After one year or more of such service, an additional 10s. per week.

(c) for all other employees—

After two years or more of such service, an additional 5s. 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
16th day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

ORGAN BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 265 of the 31st March, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults or Journeymen.	Within 20 Miles of G. P. O., Melbourne; 10 Miles of G. P. O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Group A.	£ s. d.	£ s. d.
Organ builder	9 10 6	9 7 6
Employee erecting, dismantling or repairing organs	9 10 6	9 7 6
Wood worker	9 10 6	9 7 6
Voicer	9 10 6	9 7 6
Tuner	9 10 6	9 7 6
Metal pipe maker	9 10 6	9 7 6
Polisher	8 13 0	8 10 0
Spray hand	8 13 0	8 10 0
Employee rubbing down and/or filling and/or varnishing and/or staining	7 6 0	7 3 0
Employees not otherwise classified	7 6 0	7 3 0
Group B.		
LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9/- per week extra; more than ten and not more than twenty employees, 18/- per week extra; more than twenty employees 27/- per week extra.		

EXTRA RATES.

3. (a) Employees engaged as cabinet makers, and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2/6 a week as a tool allowance.

Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

(b) The extra rates prescribed herein shall not be subject to any premium or penalty additions.

APPRENTICES AND IMPROVERS—RATES OF PAY.

4. The following shall be the rates of pay for apprentices and improvers :—

											<i>s. d.</i>		
<i>Apprentices.</i>													
Five-year Term—													
1st year's experience	40	6
2nd year's experience	57	0
3rd year's experience	75	6
4th year's experience	119	6
5th year's experience	149	0
Four-year Term—													
1st year's experience	46	0
2nd year's experience	75	0
3rd year's experience	119	6
4th year's experience	149	0
<i>Improvers.</i>													
Under 16 years of age	34	6
16 and under 17	40	6
17 and under 18	57	0
18 and under 19	75	6
19 and under 20	119	6
20 and under 21	148	0

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



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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., of the Determination published in *Government Gazette* No. 793 of the 5th October, 1950, shall be replaced by the following clauses:—

PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 22s. 6d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 22s. 6d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 22s. 6d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	207 6	8 0	6 0	221 6
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	166 5	6 5	3 0	175 10
All others				

PART II.

C. This Part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant } Former attendant } Former assistant } Cut off attendant } Dryer attendant .. } All others .. .. . }	.. .. .	£10 2s. (including 6s. shift allowance).
	.. .. .	£9 17s. (including 6s. shift allowance).
	.. .. .	£9 7s. (including 6s. shift allowance).

The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.

All others whose contract of employment covers day work only .. £9 1s.

Clauses, other than clauses 1 of Part I., 1 of Part II., of the said Determination shall remain in force.



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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

PLUMBERS BOARD.

Clause 1 of Part I, and clauses 1 and 2 of Part II, of the Determination published in *Government Gazette* No. 810 of the 19th October, 1950, shall be replaced by the following clauses:—

PART I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).				Improvers.*	
—	Adjustable Wage.	Loading.	Total Wage.		
	s. d.	s. d.	s. d.	s. d.	
1st year ..	41 6	2 8	44 2	1st year ..	54 9
2nd year ..	55 0	5 4	60 4	2nd year ..	70 3
3rd year ..	75 6	8 0	83 6	3rd year ..	90 10
4th year ..	108 0	10 8	118 8	4th year ..	138 9
5th year ..	140 0	13 4	153 4	5th year ..	177 11
6th year ..	170 0	16 0	186 0		

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £10 17s. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four
Two improvers to fifteen
Three improvers to thirty
and thereafter one additional im-
prover to every seven additional } workers receiving not
less than £10 17s.
per week.

*The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

(b)

OTHER EMPLOYERS.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week.		Wages Per Hour.		Person employed—	Wages Per Week.		Wages Per Hour.	
	£	s. d.	s.	d.		£	s. d.	s.	d.
(a) Where the artificial temperature is—					(a) Where the artificial temperature is—				
Over 130° F.	15	1 1	7	6½	Over 130° F.	14	16 7	7	5
115° F., but not exceeding 130° F.	14	4 3	7	1½	115° F., but not exceeding 130° F.	13	19 9	7	0
50° F. or lower	15	1 1	7	6½	50° F. or lower	14	16 7	7	5
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	13	2 7	6	6½	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	12	18 1	6	5½
(c) Lead burning or at lead work connected therewith	12	5 9	6	1½	(c) Lead burning or at lead work connected therewith	12	1 3	6	0½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	11	1 6	5	6½	(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	10	17 0	5	5
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	11	1 6	5	6½	(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	10	17 0	5	5
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	11	1 6	5	6½	(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	10	17 0	5	5

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship work.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

Part II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.	
Nature of Employment.	Wages Per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith	11 4 9
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	10 0 6
(c) In fixing any material used instead of metal for pipes, guttering or roof covering	10 0 6
(d) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	10 0 6

Provided—

- (i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.
- (ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue provided that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £10 0s. 6d. per week of 40 hours.

(b) IMPROVERS*.

(i) WAGES.		(ii) PROPORTION (within any factory or place).
Per Week of 40 Hours.		
1st year	s. d. 54 9	One improver to four } workers receiving not less than £10 0s. 6d. per week. Two improvers to fifteen } Three improvers to thirty } and thereafter one additional improver to every seven additional
2nd year	70 3	
3rd year	90 10	
4th year	136 9	
5th year	177 11	
and thereafter the minimum wage.		

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the Apprenticeship Act 1928 for the various parts of the State, as set out in the preamble of this Determination. The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I, and clauses 1 and 2 of Part II, of the said Determination shall remain in force.



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No. 929]

THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

ROOFING TILES BOARD

Clause 2 of the Determination published in Government Gazette No. 796 of the 5th October, 1950, shall be replaced by the following clause:—

2. (a)

(1) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			Total Wage.
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
Under 15 years of age	} At the Rates prescribed for Adults	<i>s. d.</i> 34 6	<i>s. d.</i> 1 3	<i>s. d.</i> 2 3	<i>s. d.</i> 38 0
15 years of age		39 9	1 6	2 9	44 0
16 " "		46 0	1 6	3 3	50 9
17 " "		55 0	1 9	3 9	60 6
18 " "		73 9	2 6	5 0	81 3
19 " "		87 3	3 0	6 0	96 3
20 " "	107 3	3 9	7 3	118 3	

FEMALES.

Wages per Week of 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
Under 15 years of age	<i>s. d.</i> 34 0	<i>s. d.</i> 1 3	<i>s. d.</i> 2 3	<i>s. d.</i> 37 6
15 years of age	39 3	1 3	2 9	43 3
16 " "	44 9	1 6	3 0	49 3
17 " "	47 9	1 9	3 3	52 9
18 " "	54 3	1 9	3 9	59 9
19 " "	62 0	2 0	4 3	68 3
20 " "	68 6	2 3	4 9	75 6

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

Proportion (in any factory or place).

Apprentices.

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

Improvers.

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

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

(ii) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	<i>s. d.</i>
Burner .. .. .	.. 171 0
Burner's Assistant .. .. .	.. 167 0
Damperman and/or kiln cleaner .. .. .	.. 164 0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools) .. .. .	.. 178 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less .. .. .	.. 178 0
All other facemen .. .. .	.. 180 0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools) .. .. .	.. 170 0
Drawer .. .. .	.. 170 0
Setter .. .. .	.. 174 0
Mouldmaker (including plaster die making) .. .. .	.. 174 0
Flower pot, or flower pot saucer throwers .. .. .	.. 174 0
Maker on press (screw or lever type) .. .. .	.. 170 0
Hand presser and moulder .. .. .	.. 174 0
Crusher or grinding pan attendant .. .. .	.. 170 0
Loftman .. .. .	.. 167 0
Man sorting roofing tiles .. .. .	.. 167 0
Packer into rail trucks .. .. .	.. 167 0
Man feeding and/or taking off tile press .. .. .	.. 170 0
Tile feeder's assistant .. .. .	.. 164 0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	.. 167 0
Racker or wheeler who also racks .. .. .	.. 167 0
Other tile wheeler .. .. .	.. 164 0
Dresser or trimmer (dry tiles) .. .. .	.. 164 0
Waste-man or other unskilled man .. .. .	.. 164 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger) .. .. .	.. 174 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine .. .. .	.. 167 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	170 0

FEMALES.

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

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



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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

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

2.

Apprentices or Improvers.										Wages per Week of 40 Hours.
										<i>s. d.</i>
15 years of age or under	..	..	..	..	..	..	..	..	..	41 6
16 years of age	..	..	..	..	..	..	..	..	..	46 0
17 years of age	..	..	..	..	..	..	..	..	..	52 3
18 years of age	..	..	..	..	..	..	..	..	..	72 3
19 years of age	..	..	..	..	..	..	..	..	..	87 9
20 years of age	..	..	..	..	..	..	..	..	..	104 0

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.										Wages per Week of 40 Hours.
										<i>£ s. d.</i>
Racecourses—										
Leading hand, i.e., a person in charge of three or more employees	..	..	..	..	..	..	..	..	..	9 3 0
Groundsman or maintenance employee	..	..	..	..	..	..	..	..	..	8 8 0
All others	..	..	..	..	..	..	..	..	..	8 3 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—										
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	..	..	..	..	..	..	..	..	..	9 13 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	..	..	..	..	..	..	..	..	..	8 18 0
Groundsman	..	..	..	..	..	..	..	..	..	8 3 0
All others	..	..	..	..	..	..	..	..	..	8 0 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—										
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	..	..	..	..	..	..	..	..	..	9 13 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	..	..	..	..	..	..	..	..	..	8 18 0
Groundsman or maintenance employee	..	..	..	..	..	..	..	..	..	8 8 0
All others	..	..	..	..	..	..	..	..	..	8 3 0

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

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

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

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No. 931]

THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 262 of the 31st March, 1950, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2. (a)

Adult Males.

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne, 5 Miles of G.P.O., Geelong and in Mildura.	Elsewhere.
Bottle washer, machine or hand and yardman or general hand	8 8 0	8 5 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees.	8 14 0	8 11 0

Adult Female and Male Junior Rates.

(b) The minimum rates of wage for adult females and junior males 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 additional amounts specified.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage Payable.	
				Within a Radius of 25 Miles of G.P.O., Melbourne, 5 Miles of G.P.O., Geelong and in Mildura.	Elsewhere.
		Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	Per Week. <i>£ s. d.</i>	Per Week. <i>£ s. d.</i>
(i) Adult Females	75	3 0	7 0	5 13 0	5 10 6
(ii) Junior Males—					
Under 17 years of age	35	0 9	3 0	2 11 6	2 10 6
17 years of age	47½	1 0	4 0	3 10 0	3 8 6
18 years of age	60	1 0	5 0	4 8 0	4 6 6
19 years of age	75	2 0	6 0	5 11 0	5 8 6
20 years of age	90	2 0	7 0	6 12 6	6 9 6

The total wage shall be calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

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

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No. 932]

THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 813 of the 19th October, 1950, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	94 9	1 6	96 3	Carcass skimmers	216 6	4 0	220 6
16 years of age and under 17 years of age ..	102 9	1 9	104 6	All others	210 6	4 0	214 6
17 years of age and under 19 years of age ..	132 6	2 0	134 6	Afternoon shift employees shall receive an additional 10 per cent. per week.			
19 years of age and under 20 years of age ..	151 0	2 6	153 6	Night shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age ..	166 9	2 9	169 6	Leading hands on afternoon or night shift shall receive an additional 1s. per shift.			

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 214/6 per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 214/6 per week.

* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

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

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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY, H. BEERS,
Secretary for Labour.

KNITTING TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 62 of the 1st February, 1949, shall be replaced by the following clause:—

2. (a)

JUNIORS.

Males.		Wages per Week of 40 Hours.	Females.		Wages per Week of 40 Hours.
<i>Age.</i>		<i>£ s. d.</i>	<i>Age.</i>		<i>£ s. d.</i>
Under 16 years of age	.. .. .	2 9 0	Under 16 years of age	.. .. .	2 9 0
16 years of age	.. .. .	2 16 6	At 16 years of age	.. .. .	2 15 0
16½ years of age	.. .. .	3 1 6	At 16½ years of age	.. .. .	3 0 0
17 years of age	.. .. .	3 8 0	At 17 years of age	.. .. .	3 7 0
17½ years of age	.. .. .	3 14 0	At 17½ years of age	.. .. .	3 13 0
18 years of age	.. .. .	4 8 0	At 18 years of age	.. .. .	3 18 6
18½ years of age	.. .. .	4 17 6	At 18½ years of age	.. .. .	4 5 0
19 years of age	.. .. .	5 5 6	At 19 years of age	.. .. .	4 10 6
19½ years of age	.. .. .	5 19 6	At 19½ years of age	.. .. .	4 16 0
20 years of age	.. .. .	6 6 0	At 20 years of age	.. .. .	5 1 6
20½ years of age	.. .. .	6 13 0	At 20½ years of age	.. .. .	5 8 6

Until further order junior male employees engaged in the outer and under garment manufacturing section shall be paid 1s. per week in addition to the above-mentioned weekly rates as a special sectional allowance.

PROPORTION (within any factory).

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

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage.

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing department shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

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

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

(d)

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.		
	£	s.	d.
<i>Adult Males.</i>			
Mechanics on full-fashioned machines	8	18	0
Mechanics on all other machines	8	11	0
Operators of single unit full-fashioned machines	8	18	0
Operators of other full-fashioned machines (leggers and footers)—			
First year	8	11	0
Thereafter	8	18	0
Pliers	8	11	0
Welt turners and/or assistant operators on full-fashioned machines	8	1	0
Board and press hands	8	0	0
Electric machine cutters	8	5	0
Hand cutters	8	2	0
Warpers	8	0	0
Hand knitters on flat machines	8	1	0
Flat warp and circular machine operators	8	0	0
Millmen, scourers, bleachers, and shrinkers	7	18	0
Leading hand employed on dye machines or vats	8	3	0
All other employees in dye house operating and/or attending machines	7	18	0
All other machine operators and/or attendants	7	18	0
Warehousemen	7	15	0
Oilers and cleaners	7	15	0
Toppers	7	15	0
Recorders	7	15	0
Other dye or bleach house employees	7	9	0
Adult males not elsewhere specified	7	6	0

	Wages per Week of 40 Hours.		
	Adult Females.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
	£	s.	d.
Electric machine cutters	5	9	6
Hand cutters	5	9	6
Trimmers	5	9	6
Hand knitters on flat machines	5	9	6
Linkers	5	9	6
Clockers	5	9	6
Menders on full fashioned hose	5	9	6
All other menders	5	9	6
Seamers, on full fashioned hose	5	9	6
Employees using Paramount or similar shapes	5	9	6
Seamers	5	9	6
Welters	5	9	6
Warpers	5	9	6
Operators of steam pressing machines, namely females employed on a steam pressing machine	5	14	6
Overlockers	5	9	6
Toppers	5	9	6
Flat lockers	5	9	6
Interlockers	5	9	6
Recorders	5	9	6
All other machine operators and/or attendants	5	9	6
Pressers or Ironers, namely females employed on any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	5	13	6
Examiners, folders, graders, pairers, sorters, parcellers, boxers, finishers, and Warehousewomen	5	9	6
All other adult females not elsewhere specified	5	9	6

Leading hands, other than those provided for above, shall be paid the appropriate rate plus the sum of 5s. per week.

Until further order all adult male employees engaged in the outer and under garment manufacturing section of the industry shall be paid 2s. per week in addition to the above-mentioned weekly rates as a special sectional allowance.

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



VICTORIA

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No. 934]

THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 697 of the 12th July, 1948, shall be replaced by the following clause:—

2.

Apprentices and Improvers.										Wages Per Week of 40 Hours.
MALES.										<i>s. d.</i>
15 years of age or under	..	..	..	..	..	..	..	..	..	44 6
16 years of age	..	..	..	..	..	..	..	..	..	51 9
17 years of age	..	..	..	..	..	..	..	..	..	73 3
18 years of age	..	..	..	..	..	..	..	..	..	78 9
19 years of age	..	..	..	..	..	..	..	..	..	97 9
20 years of age	..	..	..	..	..	..	..	..	..	115 9
FEMALES.										
15 years of age or under	..	..	..	..	..	..	..	..	..	42 0
16 years of age	..	..	..	..	..	..	..	..	..	47 6
17 years of age	..	..	..	..	..	..	..	..	..	58 9
18 years of age	..	..	..	..	..	..	..	..	..	67 0
19 years of age	..	..	..	..	..	..	..	..	..	74 3
20 years of age	..	..	..	..	..	..	..	..	..	79 3

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).
Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
MALES.			
Laundry Workers	160 0	3 0	163 0
FEMALES.			
Washers employed on washing machine or hydro extractor	158 6	3 0	161 6
Glad ironers	108 0	2 0	110 0
Hand washers	107 6	2 0	109 6
Employees on treadle shirt or collar ironing machines	103 9	1 9	105 6
Employees on treadle press machines	103 9	1 9	105 6
Employees backing shirts off treadle shirt ironing machines	103 9	1 9	105 6
Starched clothes ironers who completely iron any starched clothes articles by hand	103 9	1 9	105 6
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	99 6	1 9	101 3
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	96 9	1 9	98 6
Employees on automatic air-driven presses	96 9	1 9	98 6
All others	88 6	1 6	90 0

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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



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No. 935]

THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 283 of the 14th April, 1950, shall be replaced by the following clause:—

2.

(a) Apprentices or Improvers.				(b) Other Employees.	
Broom Section.		Feather Duster or Mop Sections.		Broom Making.	
Wages per Week of 40 Hours. s. d.		MALES.		FEMALES.	
		Wages per Week of 40 Hours. s. d.		Wages per Week of 40 Hours. s. d.	
1st Year	.. 40 6	1st Year	.. 40 6	1st Year	.. 40 6
2nd "	.. 53 3	2nd "	.. 53 3	2nd "	.. 53 3
3rd "	.. 60 9	3rd "	.. 60 9	3rd "	.. 58 9
4th "	.. 83 9	4th "	.. 83 9	4th "	.. 69 6
5th "	.. 102 0	5th "	.. 102 0	5th "	.. 81 3
6th "	.. 129 0	6th "	.. 129 0	6th "	.. 96 0
And thereafter the minimum wage.		And thereafter the minimum wage.		And thereafter the minimum wage.	
PROPORTION IN ANY FACTORY OR PLACE.					
APPRENTICES.					
<i>Broom Section.</i>					
One apprentice to every three or fraction of three workers receiving not less than 159s. 6d. per week of 40 hours, or the prescribed piecework prices.					
APPRENTICES.					
<i>Feather Duster or Mop Sections.</i>					
One apprentice to every three or fraction of three workers receiving not less than 159s. 6d. per week of 40 hours.					
IMPROVERS.					
<i>Feather Duster Making Section.</i>					
Two male improvers to every worker receiving not less than 159s. 6d. per week of 40 hours.					
Two female improvers to every female worker receiving not less than 114s. 6d. per week of 40 hours.					
IMPROVERS.					
<i>Mop Making Section.</i>					
Two male improvers to every worker receiving not less than 159s. 6d. per week of 40 hours.					
Two female improvers to every female worker receiving not less than 114s. 6d. per week of 40 hours.					
IMPROVERS.					
<i>Broom Section.</i>					
One improver to every three or fraction of three workers receiving not less than 159s. 6d. per week of 40 hours, or the prescribed piece-work prices.					
Wages per Week of 40 Hours. s. d.					
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) 183 0					
Second sorter 178 0					
Maker or sewer 183 0					
Cutter off 173 6					
All others 159 6					
Feather Duster Making.					
Wages per Week of 40 Hours. s. d.					
Males 159 6					
Females 114 6					
Mop Making.					
Wages per Week of 40 Hours. s. d.					
Males 159 6					
Females 114 6					

Clauses, other than clause 2, of the said Determination shall remain in force, provided that in clause 14 the amount of 52s. 6d. wherever appearing shall be increased to 61s. 6d.

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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

MINERAL EARTHS BOARD.

Clause 2 of Part 1, and clause 18 of Part 2 of the Determination published in *Government Gazette* No. 289 of the 23rd March, 1949, shall be replaced by the following clauses:—

PART 1.

Persons OTHER THAN those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
				<i>s. d.</i>			
Under 17 years of age	..	..	..	51	3	Mill attendants	175 6
17 to 18 years of age	..	..	..	89	0	Persons not otherwise provided for, including mill	
18 to 19 years of age	..	..	..	116	6	feeders, baggers, and crusher hands	168 6
19 to 21 years of age	..	..	..	137	0	Leading Hands—	
<i>Proportion (in any place).</i>				Leading hands in charge of not fewer than three and not			
One improver to every six adult employees.				more than twelve employees, 12s. per week extra; more than			
				twelve employees, 20s. per week extra.			

PART 2.

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

18. * WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
				<i>Males.</i>			
				<i>s. d.</i>			
Under 17 years of age	..	..	..	51	3	Leading charging hand	188 0
17 to 18 years of age	..	..	..	89	0	Assistant charging hand	172 0
18 to 19 years of age	..	..	..	116	6	Notcher	188 0
19 to 21 years of age	..	..	..	137	0	Oven hands	180 0
<i>Females.</i>				Process worker (including taker off conveyor or			
Under 16 years of age	..	..	..	41	0	granulator attendant)	168 0
16 to 17 years of age	..	..	..	54	9	Leading Hands—	
17 to 18 years of age	..	..	..	58	3	Leading hands in charge of not fewer than three and not	
18 to 19 years of age	..	..	..	68	6	more than twelve employees, 12s. per week extra; more than	
19 to 20 years of age	..	..	..	78	9	twelve employees, 20s. per week extra.	
20 to 21 years of age	..	..	..	89	0	NOTE.—The above rates include an allowance of 7½ per cent.	
<i>PROPORTION (IN ANY PLACE).</i>				for all shifts.			
<i>Males.</i>				<i>Females.</i>			
One male improver to every six adult employees.				Adult females			
<i>Females.</i>				.. .. . 116 6			
One female improver to every four or fraction of four female workers							
receiving not less than the adult female rate.							

* These wages are loaded to compensate for industry disabilities.

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

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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY H. BEERS,
Secretary for Labour.

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 31 of the 13th 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.
	s. d.	s. d.
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	171 0	168 0
Between 3 ft. 6 in. and 5 feet in width	174 0	171 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	188 6	185 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	174 0	171 0
Tester not engaged as fitter	163 0	160 0
Pattern and moulding box fitter and filer	174 0	171 0
Painter, brush	164 0	161 0
Painter, spray	167 0	164 0
Press operator	165 0	162 0
Other power machinist	162 0	159 0
Polisher and grinder	171 0	168 0
Stove blacksmith	168 0	165 0
Electroplater in charge	180 0	177 0
Electroplater's assistant	166 0	163 0
Labourer delivering material to and taking finished articles from fitters	160 0	157 0
Stove blacksmith's striker	163 0	160 0
Labourer directly assisting workmen whose margins exceed 26s. per week	166 0	163 0
Other employees with not less than three months' experience in the industry	152 0	149 0
All others	146 0	143 0

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.
POBORCLAIN ENAMELLING SECTION.		
Fuser	s. d. 175 0	s. d. 172 0
Fuser's assistant	166 0	163 0
Mill hand and mixer	166 0	163 0
Sprayer	167 0	164 0
Shot and sand-blast dresser	172 0	169 0
Other dresser	167 0	164 0
Swiller, gripper, and brusher	163 0	160 0
Pickler	163 0	160 0
Rackman	161 0	158 0
Other employees with not less than three months' experience in the industry	152 0	149 0
All others	146 0	143 0

3. JUNIOR MALE AND 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>Junior Males.</i>					
Under 16 years of age		s. d. 16 6	s. d. 0 6	s. d. 1 6	s. d. 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>Adult Females.</i>					
If of less than twelve months' experience	65		3 0	6 0	98 0
Of twelve months' experience or more	75		3 0	7 0	112 6
<i>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 and 3, of the said Determination shall remain in force.



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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

PAINT AND COLOUR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 797 of the 5th October, 1950, shall be replaced by the following clause:—

2. IMPROVERS.*

Males.	Wages Per Week of 40 Hours.	Females.	Wages Per Week of 40 Hours.
	<i>s. d.</i>		<i>s. d.</i>
15 years of age	63 0	16 years of age	52 0
16 years of age	69 3	17 years of age	62 3
17 years of age	83 0	18 years of age	73 9
18 years of age	98 6	19 years of age	85 9
19 years of age	114 6	20 years of age	101 9
20 years of age	135 9		

*NOTE.—The board has determined, in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Employed in manufacturing white lead.			
Employee engaged on lead filters .. .. .	.. .. .	.. .. .	175 0
Employee engaged on carbonators .. .. .	.. .. .	.. .. .	174 0
Employee engaged on lead dryers .. .. .	.. .. .	.. .. .	173 0
Employee engaged on lead melting kettles .. .. .	.. .. .	.. .. .	172 8
General process worker .. .. .	.. .. .	.. .. .	170 0
All others .. .. .	.. .. .	.. .. .	165 0
Elsewhere—			
Varnish maker or natural gum runner	192 0	3 0	195 0
Oil boiler or burner or chemical colour maker	186 0	3 0	189 0
Tinter of paint, lacquer or enamel	182 0	3 0	185 0
Varnish maker's assistant	171 0	3 0	174 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker	169 0	3 0	172 0
All other males	162 0	3 0	165 0
All other females	108 9	3 0	111 9

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

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



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THURSDAY, NOVEMBER 23.

[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
17th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 640 of the 11th June, 1948, shall be replaced by the following clause:—

2. WAGES.

APPRENTICES OR IMPROVERS.			OTHER EMPLOYEES.		
	Wages per Week.			Wages per Week.	
	Males.	Females.		Males.	Females.
	s. d.	s. d.		s. d.	s. d.
16 years of age or under ..	50 6	50 6	Operator of a camera other than—		
17 years of age ..	68 0	59 8	(i) An operator of an enlarging camera, and/or		
*18 years of age ..	88 6	74 0	(ii) An operator making copy negatives from flat originals—		
*19 years of age ..	112 0	88 0	*21 years of age ..	149 0	119 0
*20 years of age ..	138 6	100 6	*22 years of age ..	163 0	147 6
			23 years of age or over ..	185 0	170 0
			Artists colouring or working up ..	164 6	116 6
			Retouchers ..	168 6	122 6
			Printers or developers—		
			(a) Developing plates or films exposed by amateurs, or		
			(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	168 6	118 0
			Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	168 6	131 6
			All others (including spotters) ..	162 0	108 0

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

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

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

