

VICTORIA

GOVERNMENT GAZETTE.

Bublished by Authority.

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

No. 993]

FRIDAY, DECEMBER 1.

[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
30th day of November, 1950.

RAY. H. BEERS, Secretary for Labour.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in Government Gazette No. 228 of the 2nd April, 1948, shall be replaced by the following clauses:—

2. WAGES.

	1	Apprentices			Ì		Other E	nploy	80s.	
	· · · · · · · · · · · · · · · · · · ·			Per V			Per H	our.]
3rd	58.r			39 59 79 108 138	3 6 9	Adults	<i>s.</i> 5	ď. 6≟	•	1
One of thi £11 1	PROPORTION apprentice ree workers s. 8d. per v	to every receiving week of 40	three o g not) hours	r frac less t	tion han					
An preser	indenture of ibed by the	F apprenti Board.	iceship	has t	een					

No. 993.—11415/50.—PRICE 3D.

PIECEWORK PRICES.

20. That the lowest piecework prices payable to any person engaged in the following kinds of work shall be :-

	Floor and	l Verano	lah Tiling.			,
Each area under one squa	re yard		••		10s. 9d. per area	
Under three square yards					14s. 0d. per square yard	
Three square yards or ove	er				12s. 3d. per square yard	
Loose moravian					20s. 3d. per square yard	
Steps of marble, slate, or n	naterial of	ther tha:	n tiles with	ı tile		
risers	••	••	••	• •	1s. 3d. per foot run respecti for each step fixed or riser	
Any step with noseing tre	ad or rise	er tiles			5s. 3d. per foot run	
All mosiac, ceramic, moravian ed by the builder, and to be i	mounted,	, or loos	e tiling sh	all be	laid on properly screeded fl	8100

Wall Tiling.

Wall tiling			• •	13s. 3d. per square yard
Kitchen stove recesses				17s. 9d. per square yard
Splash tiling under one square	yard to ba	sin and/or	bath	17s. 9d. per room
Ceilings or offits	· .			26s. 6d. per square yard
Liners, beads, coves, and cap	ping			3d, per foot run in addition to
· · · · · · · · · · · · · · · · · · ·				full overall measurements
Where brickwork or concrete	has to be	cut out t	o allow	
recessed fitting to be laid				5s. 3d. per fitting
Soap and toilets with mitre	surrounds			5s. 3d. each
Tiled recesses in walls up to	6 in. x 6	in. square		10s. 9d. each
Sills and reveilles which occu	ır in isolate	d cases		ls. per lineal foot in addition to
				overall measurements
Architraves and skirting				ls, per lineal foot in addition to

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged (b) where joints are struck	::		1s. 3d. per yard 4s. 9d. per yard	in addition to the in this schedu and fixing	e rates fixed le for laying
---	----	--	--------------------------------------	--	--------------------------------

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.

When the aggregate amount payable for any job has been computed according to the piecework prices contained herein, such amount shall be increased by the addition thereto of a sum equal to an amount of one-sixth of such aggregate amount, and amount of one-sixth of such aggregate amount, and to such aggregate amount shall be added ¹/₁₀th of that aggregate amount in consequence of the reduction of the ordinary working hours from 44 to 40.



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[1950

Factories and Shops Acts.

DETERMINATION OF THE MEAT PRESERVERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) Employed in the process, trade, or business of-
 - (1) preserving meat;
 - (2) preparing food products from animal fat or from edible oils;
 - (3) putting up preserved meat or food products prepared from animal fat or from edible oils;
- (b) Employed as a storeman, packer, or sorter in connexion with the trade or business of-
 - (1) preserving meat;
- (2) preparing food products from animal fat or from edible oils;
- (c) Employed in the process trade, or business of—
 - (1) pulping of eggs;
 - (2) pulping and drying of eggs in the manufacture of egg powder;"

has made the following Determination, namely :-

1. That as from the beginning of the first pay period to commence on or after the 5th October, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

			fales.	Females.	
	· · · · · · · · · · · · · · · · · · ·	Until the Beginning the First Pay Peri to Commence in November, 1950.		Until the Beginning of the First Pay Period to Commence in November, 1950.	Thereafter.
Under 16 years 16 years and under 17 years 17 years and under 18 years 18 years and under 19 years 19 years and under 20 years 20 years and under 21 years		 s. d. 102 0 112 3 127 6 142 9 158 0 183 6	s. d. 103 6 113 9 129 3 145 0 160 6 186 3	s. d. 76 6 84 3 95 6 107 0 118 6 137 9	s. d. 77 6 85 6 97 0 108 9 120 3 139 9

No. 994.-11387/50.-PRICE 6D.

PROPORTION OF APPRENTICES AND IMPROVERS.-MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 207s, per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 155s. 3d. per week of 40

One male improver to every 25 or fraction of 25 male workers receiving not less than 207s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 155s. 3d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 207s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 155s. 3d. per week of 40

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 207s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 155s. 3d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 208s, per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 155s. 3d. per week of 40 hours. hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 208s, per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 155s, 3d. per week of 40 hours.

OTHER EMPLOYEES.

(i) Until the beginning of the first pay period to commence in November, 1950.

(6) MEAT PRESERVE	NG SECTIO	n.		(b) Egg Pulping or	DRYING S	ection.	
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage,
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Leading hand, i.e., a person in		1		Spray operator	204 0	4 0	208 0
charge of a department or shift	206 0	4 0	210 0	Filter (Chalaza)	203 0	4 0	207 0
Assistant preserver	206 0 210 0	4 0	210 0 214 0	Pump operator	201 0 201 0	4 0	205 0
Leading hand extract maker Smoke kiln attendant whilst	210 0	1 * 0	214 0	Solderer and/or sealer	200 0	4 0	204 0
employed solely as such	210 0	4 0	214 0	(For any time engaged solder-	200	1 * " 1	#U¥ U
Sausage smoke room attendant	205 0		209 0	ing 80 lb. tins additional	ļ	1 1	
Retort Hand, i.e., a person who	_ ** *			payment of 3d. per hour or	!	i i	
loads and unloads retorts	206 0	4 0	210 0	portion of an hour whilst so]	
Scalder or braiser	204 0	4 0	208 0	employed)		.	
Doughmaker	204 0	4 0	208 0		000	١ ١	
Cappers, clinchers, and/or		1	!	Storeman packer	200 0	4 0	204 0 204 0
vacuum operators whilst	204 0	4 0	208 0	All others	200 0		
employed solely as such Lacquer hands (i.e., employees	204 0	* '	200 0	on any of the tasks set out in			oo ongageu
feeding into and/or taking off	i	1		02 01 0110 0110115 000 0110 111	11115 011110	••	
machine)	204 0	4 0	208 0	Adult females engaged-	(s. d.	(s. d. (s. d,
Soda wash hands whilst employed		ì		as egg crackers, as table hands,		i l	
solely as such (i.e., employees	1	1		unpacking eggs; grading		-	
feeding into and/or taking off				shelled eggs; washing	Ī	1 1	
machine)	204 0	4 0	208 0	containers	!	<u> </u>	153 0
Females engaged—		1	1	No junior female except apprentice on any of the tasks set out in			e engaged
Taking away from automatic	179 9	2 0	181 9	on any or the cases set out in	time crans	٥.	
stuffing machine Running sausage skins for	1,0 0	1 2 0	101		-		
canning purposes	166 0	2 0	168 0	(c) ALL OTHER S	SECTIONS.		
Stamping, or branding)						
Labelling, keying, wiping tins,	11	ì			1	1 1	Total
and carrying off from		1	ļ		Weekly Bate.	War Time Loading.	Weekly
filling table					IMAG.	Loading.	Wage.
Weighing filling, emptying,			ł	Leading Hand is a namen in	s. d.	8. d.	s. d.
stacking, capping, sealing, closing, opening, labelling,	H	l	153 0	Leading Hand, i.e., a person in charge of a Department or shift	207 0	4 0	211 0
wrapping, packing, cleaning,	١٢	"	100 0	Mixer	208 0	4 0	212 0
or sterilizing tins, cartons,	H	l	1	Potman	208 0	4 0	212 0
bottles, jars or moulds	11 .			Females engaged—		į l	
Preparing for, placing in,	11			Patting, wrapping, stamping,]	1 1	
taking away from machines	11			or branding			
and placing in trays	11	1		Labelling, wiping tins, and			
Cutting Sausages	200 0	4 0	204 0	carrying off from filling	[] {	
All others	200 0	1 4 0	204 0	Filling, cleaning, weighing,	}	1	
		1	1	stacking, sealing, closing,		l i	153 0
	1]	packing tins, jars, cartons		''	200 0
		1	İ	or moulds	11		
		1	}	Taking away from automatic	11		
		1	į .	machines	l I	i	
	1	{ ·	{		11	: '	
]	Wrapping premier jus for oleo]]		
					201 0	4 0	205 0

⁽ii) Thereafter the weekly wages of adult males and adult females taking away from automatic stuffing machine and running sausage skins for canning purposes shall be increased by 3s. and all other adult females by 2s. 3d. per week.

SHIFT WORKERS.

^{3.} Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work as fixed in clause 6 for certain other employees. For any balance up to 8 hours on days Monday to Friday time and a quarter shall be paid.

PRO RATA PAYMENT OF WAGES.

4. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute a week's work shall be 40, which may be worked in periods not exceeding 8 hours on each day from Monday to Friday.

TIMES OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work each day for persons (other than potman or potman's assistant and shift workers) shall be as follows:—

Time of Beginning. Mondays to Fridays .. 4,45 p.m.

- 7. The following overtime rates shall be paid for overtime-
 - (a) Potman or potman's assistant (not being a For work done in excess of 40 hours in any (1) Outside the hours fixed in clause 6 Time and a half shift worker) Time and a half
 - (b) Other (not being shift workers) (Except after 12 noon on Saturday, when the rate shall be double time.)
 - Time and a half
 - (a) For work done in excess of 8 hours on any day from Monday to Friday and on Saturday before noon (c) Shift workers

Time and a half Double time

(b) After 12 noon on Saturday

MINIMUM OF OVERTIME.

8. Employees called upon to work after meal time as provided in clause 9 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

MEAL HOURS.

General Conditions.

9. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

Shift Workers Only.

- (iii) Subject to sub-clauses (iv) and (v) hereof shift workers shall only be entitled to one meal hour per shift to be taken not earlier than four hours or later than five hours after commencing work. Provided that once the meal hour has been fixed it can only be altered by mutual agreement between the employer and employee concerned.
- (iv) Shift workers may, provided there is a mutual agreement between the employer and the employee, work the shift continuously with a crib time break of twenty minutes which shall count as time worked.
- (v) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

$Employees\ other\ than\ Shift\ Workers.$

Breakfast.—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.30 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.-A period of one hour between 4.30 p.m. and 5.30 p.m. (when work is to continue after 5.30 p.m.) shall be allowed for tea.

SUNDAYS AND HOLIDAYS.

- 10. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Union Picnic Day, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.
- (b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.
- (c) Employees not called upon to work on a holiday shall be paid for such holiday at ordinary rates. Temporary workers and workers engaged on a date following a holiday are exempted from this provision.
 - (d) Holidays for shift work employees shall be deemed to operate on the shift commencing during the holiday.

SICK LEAVE.

- 11. (a) Any employee who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year.
- (b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days which shall be the maximum amount of leave to which any employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st May, 1943, shall be disregarded.

ANNUAL HOLIDAYS.

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

SMOKE-OH.

- 13. A "Smoke-oh" period of 15 minutes without deduction of pay shall be allowed as follows:-
 - (a) To shift workers-

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-oh" during that interval.

(b) To other workers-

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and

CHANGING TIME.

14. Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

TEMPORARY WORKERS.

15. Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

LIMITATION OF PENALTY RATES.

16. Where under any provision in this Determination (other than the provision contained in clause 9 (ii)) cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

DEFINITIONS.

- 17. (a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.
- (b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at-

Patting, wrapping, stamping, or branding:
Labelling, keying, wiping tins, and carrying off from filling table;
Filling or cleaning tins, jars, or moulds;
Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning, or sterilizing tins, cartons, or

Taking away from machines;

Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins.

MEAL ALLOWANCE.

18. An employee required to work overtime for more than one and a quarter hours shall be paid 3s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work, he shall receive, in the event of the work not being done or ceasing before respective meal times, 3s. for each meal.

WEIGHT CARRYING.

19. No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds. Section 207 of the Factories and Shops Art 1928 (No. 3677) provides that—"No person employing any girl under the age of eighteen years in a factory or shop shall permit such girl while so employed to lift or carry a greater weight than twenty-five pounds".

WET WORK.

20. When female employees are engaged in wet work they shall be supplied by the employer with aprons and rubber

FIRST-AID CHEST.

21. A first-aid chest, with all necessaries for same, shall be provided.

MIXED FUNCTIONS.

22. Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

DINING AND 'DRESSING ROOMS.

23. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

WASHING DOWN.

24. For the purposes of washing down, hoses and water taps must be provided at convenient places.

PAYMENT OF WAGES.

. 25. All employees to be paid weekly, and in the time of the employer.

MINIMUM OF WORK.

26. All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and half hours' work at least on Saturday, even if they are not required to work.

WAITING TIME.

27. When an employee 'has' been notified to start work at 'a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

WASHING FACILITIES.

28. A proper place shall be provided for the purpose of washing clothes.

RIGHT OF ENTRY OF UNION OFFICIALS.

29. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

APRONS TO BE PROVIDED.

- 30. Aprons shall be provided by the employer for employees doing the following classes of work-
 - (a) Males—Retort hands; potmen and assistants; washing cans; handling gravy pots; attending potato or vegetable machines; dioing machines, or mixers in canning process.
 - (b) Females-Putting meat into cans, or hand peeling potatoes or vegetables.

Rubber Gloves, Clogs or Protective Footwear to be Provided.

31. Clogs or protective footwear shall be provided for wet work and rubber gloves shall be provided for females handling vegetables.

ALL PERSONS TO WHOM THIS DETERMINATION APPLIES.

PERIODICAL ADJUSTMENT OF WAGES.

32. The wages rates for males and adult females taking away from automatic stuffing machine and running sausage skins for canning purposes set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the Factories and Shops Act 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 33. Provided that the wages of other adult females in all Sections shall be 75 per cent. of the "all others" male rate, in Section (b), calculated to the nearest three pence, half or less than half of these renes to be disregarded. three pence to be disregarded.

Basic Wage.

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

Adjustment of Basic Wage.

- 33. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.
- (b) Until the beginning of the first pay period to commence in February, 1951, the amounts of the basic wage shall be as prescribed in clause 32.
- (c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.
- (d) The wages of apprentices, improvers, and juvenile workers shall be the under-mentioned percentages of the all others male or female rate, in Section (b), as the case may be, calculated to the nearest three pence, half or less than half of three pence to be disregarded.

Females.

	 Percentage of "all others" male rate in Section (b).			Percentage of adult female rate in Section (b).
Under 16 years	 50	Under 16 years	••	50
16 years and under 17 years	 55	16 years and under 17 years		5 5
17 18	 621	17 ,, ,, ,, 18 ,,		62 <u>‡</u>
18 ,, ,, ,, 19 ,,	 70	18 ,, ,, ,, 19 ,,		70
19 ,, ,, ,, 20 ,,	 771	19 ,, ,, ,, 20 ,,		77 <u>1</u>
20 ,, ,, ,, 21 ,,	 90	20 ,, ,, ,, 21 ,,		90

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 27th October, 1950.

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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

30th day of November, 1950.

RAY. H. BEERS,

Secretary for Labour.

PROVINCIAL PRINTERS BOARD.

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

Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine) machine compositor— (a) For a first period of six months' probation . (b) For a second period of six months' probation . (c) For a first period of six months' probation . (d) For a first period of six months' probation . (e) For a second period of six months' probation . (e) For a second period of six months' probation . (e) For a first period of six months' probation . (e) For a second period of six months' probation . (f) For a second period of six months' probation . (g) For a first period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a first period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For a second period of six months' probation . (h) For seader	St Column. Number of Rate.		п	Second C	-	nt.					Third Week		-
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A16. Rotary machinist's assistant, second class, whose work shall include one or more of the following: Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening A17. Machinist working a flat bed machine printing from a reel A18. Publishing employee (a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic A20. Cleaner of slug-casting machine A21. Galloy puller Sterming A22. Sterming A33. Galloy puller Cleaner of Sug-casting machine A34. Galloy puller	AIU.	Blanketing, braking, con ability to take charge t	ntrolling, swit emporarily	ching, clutel	hing, plati	ing, strik	ing, gres	sing and	oiling, a	nd/or	7	12	0
Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	A16.	Rotary machinist's assists	nt, second cla	as, whose v	vork shall	include o	one or m	ore of th	e followir	ıg:			
winding, and reel opening Machinist working a flat bed machine printing from a reel Publishing employee (a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic Cleaner of slug-casting machine A21. Galley puller Stevemen Galley puller		Reel spindling, putting	up, flying, e	edge dampii	ng, web	treading,	plate o	earrying,	damping,	reel			
A17. Machinist working a flat bed machine printing from a reel A18. A18. Publishing employee (a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic A20. Cleaner of slug-casting machine A21. Galloy puller Stermen		winding, and reel openi	ng		• • •		·				7	3	0
A18. Publishing employee (a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic A20. Cleaner of slug-casting machine A21. Galley puller Steen Stee	A 17	Machinist working a flat	bed machine	printing fro	m a reel						8	ì	0
A19. (a) Working mechanic of slug-casting machine, if in charge										4	7	6	0
(At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic Cleaner of slug-casting machine A21. Galloy puller Status Galloy puller		(a) Working mechanic of	ship-casting r	nachine, if i	n charge						8	i	0
(b) Other working mechanic	Alo.	(At least one working charge of any shift, but piecework are employed	ng mechanic d t where on a	of not less daily newsp	than four aper not	years' e more tha	xperienc	e shall be nachine c	e employ- omposito	rs on			
A20. Cleaner of slug-casting machine		of such shift.)											
A21. Galley juller		(b) Other working mechan	nic		• •	• •	• •	• •	• •	• •		17	
A 99 Storeman		Cleaner of slug-casting ma	schine		• •			• •		• •		17	
	A21.	Galley puller					• •					17	
	A22.	Storeman										0	
A23. Male simployee not otherwise specified A24. An employee working on a night shift for a week shall be paid 9s. extra for such night shift work;		Male appliance not others	vise specified							٠	6	14	0

No. 995.-11398/50, -PRICE 3D.

PART I .- DAILY NEWSPAPER OFFICES ONLY-continued.

First Column. Number of Rate.	Second Column. Description of Employment.									
-	TABLE "B."—ADULT FEMALES.	'	£	ł, i	d.					
B1.	Female employee of more than five years' experience employed in connexion with bookbinding systems' work, and/or printing on work not allotted a marginal difference in Table "A," or a copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printin machine, ruling machine, varnishing machine, waxing machine, folding machine Female employee in charge of or who supervises, directs, or is responsible for the work of—	g g	3 1	9	6					
22.	(a) Tip to sight amplement	.	4	1	6					
	(1) The state of the character of the characters		4	9	0					
		. i	4 1	ŏ	0					
	(c) Over fifteen employees									

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES, (3)

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

Per Week.

												£ s. d	١.
1.	Under 15 ye	ars of	age									1 9 C	
2.	Between 15	and 16	years of	age								1 16 6	
3.	Between 16	and 17	years of	age	٠.			٠.		• •	• •	26 (
4.	Between 17	and 18	years of	age								3 3 (
5.	Between 18	and 19	years of	age								3 19 (•
A.	Between 19										• •	4 15 (,
		3 01									· .	5 11 (
	Between 20	and zi	years or	wRo.	• •	• • •	• • •						-
7.			•	J			••						
7.	Between 20 the work is		•	J			••				.,	Per Weel	ŧ,
7. Where	the work is		•	J					••				t.
7. Where 8.	the work is First year	perform	ed by a	male app	prentice :-	_						Per Weel	t. •
7. Where 8. 9.	the work is First year Second year	perform	ned by a	male app	prentice :-			••				Per Weel £ s. d 1 9 (t.
7. Where 8. 9. 10.	the work is First year Second year Third year	perform	ned by a	male app	prentice :-	- ::						Per Weel £ s. d 1 9 (t.))
7. Where 8. 9. 10.	the work is First year Second year Third year Fourth year	perform	oned by a	male app	prentice :-	- 			••			Per Weel £ s. d 1 9 0 1 16 6 2 6 0	t.)
7. Where 8. 9. 10. 11.	the work is First year Second year Third year	perform	ned by a	male app	prentice :-	- 						Per Weel £ s. d 1 9 0 1 16 6 2 6 0 3 3 0	i.

- 14. A junior or an apprentice working on a night shift for a week shall be paid 4s, 6d, extra for such night shift work if he works less than a week he shall be paid pro rata for the hours worked by him.
 15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the Regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by	a female	employee	under the	age of	21 years	·—				we	
1. First year's experience										9	
2. Second year's experience								• •	ī	14	ŏ
3. Third year's experience					٠.					2	
4. Fourth year's experience	• •	• •	• •		• •	••	• •		_	10	
Fifth year's experience					٠.	4.4			- 3	6	0

Fifth year's experience.
 And thereafter the minimum wage prescribed for females for the class of work which she is doing.
 In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

PART II.-ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

(1)	PART IIALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.			
First Column Number of Rate.	Second Column. Description of Employment.	C	Thir colum Veek Wage	io. Liy
	TABLE "A"—ADULT MALES.	£	8.	d.
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	8	16	0
2	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	8	7	0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens per hor over a maximum period of four hours on plain matter		1.0	0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	8	16	0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any		·	Ĭ
	adjustments and replacements of accessories and parts but not any repairs) Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting	7	12	6
	machine	8	7	0

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

First Column. umber of			Sec	ond Colum	ın.						Colt Wee	_
Rate.			Description	on of Emp	oloyment.						Wa	
i			.е "А."-								£	
7	Caster or assistant mechanic on	a type-	casting n	achine (a caster	or assist	ant med	nanic sha	ll be a pe	rson		
	working under the direction of the type-casting machine and	a forem	an or ot	ner perso	n in aut	nonty w	nose aut	es includ	e attentio	n to		
	and to do any adjustments and	replacer	nents of	accessorie	es and pa	rts but n	ot anv re				7 1:	2
8	Proof reader and for reviser									1	8 10	
9	Hand compositor (which shall inc			mployed	as a slug	ger, bulk	hand, or	stone has	nd, or Luc	llo₩		
	machine compositor)			••.	, 'i,		c. 16	••			8 '	
10 11	Electrotyper (which shall includ	o an em	ptoyee pi	reparing	Lead for	Matrix 3	ioniaing	purposes;	• •	-::	8 3	7
12	Stereotyper	• • •			• • •	• • •	• • •	••				7
13	Oto- of a muitan nuosa mul	tionanh :	maahina	PODAOFT	na maah	ina Ara	gimilar	machine	printing f	rom	-	
	movable type, sterepies, mid movable type, stereos, electros, Railway ticket printer—single me Railway ticket printer—multiple Machinist working a flat-bed mac Rotary machinist	zincos o	r the like		• • •		• •	• •			8 '	
14	Railway ticket printer—single me	chine	••	••	••	••	••	••		• • •	7 10	
15	Railway ticket printer—multiple	machine	ting from	rool	• •	••	• •	• •	• •		7 1	
16 17	Rotary machinist	mne brit	ung trou	a reei	••	••	• •	• • •		• • •		7
18	Rotary machinist's assistant—th	at is, a	person	who assis	sts the r	nachinist	in the	care and		the	*	
	machine and the proper printing	g of the	paper								7 1	
19	machine and the proper printin Collapsible tube printing machin Universal process machine opera Lithographic and/or photo-litho Photo-lithographic camera opera	ist				• •		• •			8	
20	Universal process machine opera	stor		1 /on :1		• •	• •	••		• •	8 1	
21 22	Photo-lithographic comerc opera	grapuic (tor	minter Stu	ujor des	Ruci		• •	••			8 1	
23	Lithographic stone polisher and/	or uthogi	raphic pi	ate gran	er and/e	r pnoto-	ncbogram	hic glass	plate clea	ner.	5 1	
	but not including an employe	e process	sing phot	to-lithogr	aphic gla	uss plates	<i>.</i>				7	3
24	Lithographic pressman, and/or	lithograp	hic man	ual or n	echanica	d transfe	rror; and	d/or phot	o-lithogra	phic		
	metal plate coater; and/or pl graphic metal plate; and/or l	no to-lit he	graptue	photo co	mposer;	and/or	contact	printer-de	own on li	tho-	8	7
25	Gravure machinist	ıznograpı	nic macn	inist, inc	inging ii	tuograpu	ro em br	111001	••	::]		7
26	Bookbinder	• •		••		••		•	• • • • • • • • • • • • • • • • • • • •		8	7
27	Marbler			• •			••		••			7
28	Hand indexer	::		;,,		. ;	٠٠ .	<i>i</i> :,		· ::	8	7
29	Blocker (an employee engaged of doing such work entitled to the	n the w	ork of b	lind bloc	king is r		ason oni	y of the	act that i	10 15	8	7
30	Finisher	ша таға)	••	••	••	••		••	• •	••		7
31	Finisher Pocket-book maker											7
32	Ticket-maker, turned-in work	••	• •	••								7
33	Blotting pad maker		••		••	::		• •	••			7
34	Pocket-book maker Ticket-maker, turned-in work Blotting pad maker Portfolio maker Person engaged in sawing and/o			••	• •	••	• •	••	• •	••		7
35 36	Loose sheet cover maker	эг гошив	DOOME	••		••	••			•••		7
37	Edge gilder	• • •	•••	•••	• • • • • • • • • • • • • • • • • • • •	••			• • •	::		7
38	Leather cutter				• •				••	••	8	7
39	Where an employee employed	in any	class for	which o	weekly	wage is	prescrib	ed by it	ems 26 t	0 37		
	does edge-staining, board cutt above prescribed weekly wage	but wh	ere an er	nu bjocz	e employ	ed solely	on the l	riai, ne is ast-menti	oned class	es of		
	work					•					7	9
	(In the foregoing Item 39 th	ie words	" cutting	of mate	rial" do	not inclu	ide the v	vork of a	leather cu	tter,		
	for which work a wage has b											-
40 41	Map and plan mounter and/or ve Paper ruler—that is, a person in	enisner charge o	fany mili	ing mach	ine or wi	o makes	ready. se	ets pans c	r discs on	the	٥	7
#1	machine mixes inks, rules pro	ofa or m	aomiates f	the suppol	v of ink	to the m	achine	· · ·	.,	• • •	8	7
42	Guillotine machine operator Employee operating a milk bot Waxer Sheet Varnishing and/or sheet Rotary reel gumming machinist		· · · · ·								8	7
43	Employee operating a milk bot	tle wad-r	naking n	nachine	• •				• •		7 1	
44 45	Sheet Varnishing and or sheet		 maabin	 iet	• •	• •		••		••	7 I 7) 5
46 46	Rotary reel gumming machinist	թգուրույն	, moenin		• •		• • •					9
47	Metal maker for slug-casting or t	уре-савы	ւոց տաշո	ines or c	irou mac	mnes, or	Brocenta	ping or el	ectrotypin;	g	7	3
48	Printing ink mixer and/or maker								• •			4
49	Bronzing machine operator Roller maker Feeder on any kind of machine	• •		••	• •	• •	••	• •	••	••		6 4
50 51	Feeder on any kind of machine	••	••	••	••	• • •	• •	••	• • •	••	7	Ď
52	Storeman	••	• •	• •	• • •		••	• •			7	В
53	Packer and/or despatcher				• •		••	••	• •		7	6
54	Any other adult male			- L'			60- -	_:_:_:			6 l	7
55	An employee working on a nigh works less than a week he shal	u smitt fo I ha naid	ora week	s egall D for the h	onsa sauc Tibred e	ed by hi	ior_such	mant an	us work;	11 110		
	WOLED 1000 11111 W WOLL 10 DELLE	. co paid	p.v.a.			, -						
1	i e	T.	BLE "B	''—ADUI	T FEMAL	ES.					ı	
	(Including						rnerience	S			1	
,	Operator of a writer-press, mul			•	-	•	-		printing	from		
1	movable type, stereos, electros											
	are wholly composed in the c	ne face	and size	of type	and of a	typewri	ter chara	cter, in	imitation	of a		
	typewritten letter or circular						.,				8	4
2	Female head packer when employ	ed as su	ch					. ,		.::	4	1
3	Female bookbinder—that is, as turned-in paper sides and the b						arter bou	nd work	cut flush	with		
	(a) When engaged on w						back a	nd 108 au	perficial in	iches		
	measured over le											
	otherwise held to	ogether							• • •		4	4
	(b) When engaged on v		ch does	not exce	ed both	the meas		above m	entioned	• •		3

ADULT FEMALES-continued.

First Column.	Second Column.	Thi Colu	
Number of Rate.	Description of Employment.	Week	
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are	£ s.	d.
	of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover. (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	4 2	6
5	Powels hard as machine comes and taken down as renaine of lettermann week	4 3	
б	Female employee of more than five years' experience employed on any one or more of the following operations: Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that	- 0	J
7	are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) Female employee of more than five years' experience employed in connexion with systems work, addressograph	4. 3	6
	work, and/or in printing work not allotted a weekly wage difference in Table "A"	4 2	6
8	Female copy holder	4 2	6
9	Female Embosser	4 3	6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	4 1	6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of-		
	(a) from 3 to 8 employees (both inclusive)	46	6
	(b) from 9 to 15 employees (both inclusive)	4 14	0
	_ (c) over 15 employees	5 0	
12	Female employees not otherwise specified	3 14	6

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

(3) WI	nere the	work	is	per	formed	l by a	male ju	nior, not	being a	n apprent	ice					_	wee	
1.	Under	15 ve	R.P.R.	of	8.Øė											£	9	a.
2	Between	n 15	and	16	Vears							••				î	17	6
3.	,,	16		17	"	,,					• • •	• • •		••	• •	2	7	6
4.		17		18											••	รื	4	ő
5.		18	**	19	**	**	• • •	• • •	•••	• • •	••	• •	••	••	• •		_	6
6.		19	**	20	**	**	• •	• •		••	••	• • •	• • •	••	• • •	4	0	-
	"		**		,,	**	• • •	• • •	• • •	••	• •	••	• •	• •	• •		16	6
7.		20	"	21	**	**	• •	• •	• •	• •	• •	• •	••	• •	• •	Đ	14	U
Where	the wo	rk is	per:	forn	ied by	a ma	le apprei	ıtice—										
8.	First ye	ear														1	9	6
9.	Second	year														1	18	6
10.	Third y	rear					• •	• •		••		• •		••		2	9	0
11.	Fourth	year						• •		••			• •			3	6	6
	Fifth y									••				·		4	3	6
	Sixth y								• •		• •			• •				0
14.	A junio	r wor	kìn	z on	a nigl	ht shift	for a we	ek shall b	e paid 9:	s, extra for	r such ni	ght shift v	vork; if	he works	less tb	an a	we	ek
	ha.	ahall	ha r	- i A		in for i	he house	monked b	ar him									

he shall be paid pro rata for the hours worked by him.

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

Where	the work is performed by	y a female	junior—		•	•	•				Per u		
	First year's experience										£ a		
	Second year's experience			• •		• •		• •		 • •	1 18	5 E	3
			••		• •	• •	• •		• •	 	2 4	1 0)
	Fourth year's experience					• •			• •	 ٠.	2 12	2 0	•
	Fifth year's experience	• •	• •				• •		••		3 8	36	3
6.	And thereafter the minim	um wage	prescribed	i for fem	ales for t	he class	of work	which she	is doing				

The following clauses of the Determination as published in Government Gazette No. 197 of the 27th May, 1942, shall remain

in force:—
Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 4s, for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 48s, for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s, 1d, for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked "shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 49s. 5d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked."



VICTORIA

GOVERNMENT GAZETTE.

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No. 996]

FRIDAY, DECEMBER 1.

[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

30th day of November, 1950.

RAY H. BEERS, Secretary for Labour.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in Government Gazette No. 10 of the 9th January, 1950, shall be replaced by the following clauses:—

	2,					APP	BENTICES	ORL	MPROVER	s.	
•			-	•			Wagee	per We	ek of 40		
							Mal	es.	Fema	ales.	
	nder 16 years of age		age			••	s. 46 60	d. 0 3	1	d. 9	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
17	**	,,					74	6	53	ò	
18	,,	**					96	0	67	3	
19 20	••	,,	• •		• •			3		6	
20	," Ar	d thereaf	ter the mi	imum v	rage.	••	124	6	81	. 9	

Proportion.

MALE APPRENTICES

One male apprentice to every three or fraction of three adult male workers receiving not less than 156s. per week of 40 hours.

No. 966.-11400/50.-PRICE 3D.

3.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 156s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 112s. 3d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 112s. 3d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 112s. per 3d. week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 112s. 3d. per week of 40 hours.

- (a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to make or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

Adult Males (other than Cable Making).

								Wage of	s per	We ours.	ek
								£	8.	d.	
1. Employee engaged on any operation oth	her than those s	set out he	reunder					7	16	0	
2. Sifter and/or drier of compounding ingr	redients							7	18	0	
3. Operator in charge of drying machine								8	0	0	
4. Weigher and/or assembler of compound		lendering.	&c.					8	3	0	
5. Storeman and packer as defined herein								8	0	0	
5A. Storeman and packer as defined herein								8	2	Ó	
6. Wrapper of goods made by wrapped pr								7	18	0	
7. Operator in charge of lead-covered hose		ine						8	θ	Ō	
8. Operator in charge of hose-making mac								- 8		ò	
9. Helper on hose-making machine (wrappe								8	0	0	
10. Lead-covering machine helper								- 8	0	ō	
11. Operator in charge of lead-covering made								8		6	
lla. Maker of vacuum-cleaner hose	, acce,		••	••	••			8		ŏ	
12. Maker of wrapped hose by hand-made	Drocess	••	••	• •	••	• • •		8		ŏ	
13. Dough mixer working on mill and/or ex		ar golution	or coment	• •	• • •	• •	• •	8		ŏ.	
14. Operator on washing mill and/or grindi		vi adiningi	. Or comont	• • •	• •	••	• •	8		0	
15. Operator on warming and/or masticating		aalaim sa	ining mill	• •	• •	• •	• •	8		ñ	
16. Operator on cracker mill		oomin to	-	• •	••	• •	• •	8		ŏ	
	••	• •	• •	• •	• •	• • •	• • •		~	-	
17. Operator on mixing mill	4.1	• •	• •	• •	• •	• •	• •	8		ο.	
18. Reclaimer or employee engaged on acid	tank	• • •	• •	• •	• •	• •	• •	8		0	
19. Employee on digestor machine			• •	• •	• • •	• •		.8		0	
Spreader in charge of machine (not oth			•••	• •				8	3	0	
Spreader of waterproof piece-goods for r	naking garments	and/or	spreader of	rugs ar	ıd/or prü	nters' blan	akets		_		
and/or bed sheeting	1.14.						• •	8		0-	
22. Employee engaged on doubling and/or					ζ			7		0	
22₄. Operator employed on impregnating m								8	0	0	
23. Operator engaged on motor, motor cycle,	bicycle tube, an	d/or bicy	cle tyre mak	ing an	d/or joini	ing (not o	ther-				
wise classified)								8	0	0.	
24. Operator engaged on motor, motor cycl	e, and/or bicycl	le tube jo	int curing					8	2	O-	
25. Operator building pneumatic tyre on fla	t and/or crown	drum and	or on flat t	op core	(excludi	ng bicycle	tyre				
and/or tractor or earth grader tyre 2	4 inch diameter	and over	and/or aero	plane	tyres 14	inch dian	geter				
and over)								8	4	0.	
25A. Operator building tractor or earth grade	er tyre 24 inch d	iameter aı	id over or a	eroplan	e tyre 14	inch dias	neter	. •		` 5	
and over on flat and/or crown drum					·			. 8	6	6.	11
26. Operator building pneumatic tyre on core	e (excluding flat	top core a	nd/or bicycl	e tyre	and/or t	ractor or	earth				
grader tyre 24 inch diameter and over	r and/or aerople	ine tyre l	4 inch diam	eter a	nd over)			8	6	6	
26A. Operator building tractor or earth grade	er tyre 24 inch d	iameter aı	d-over or a	eroplan	e tyre 14	inch dias	noter				
and over on core			.1.		٠.,			8	9	ο.	
27. Inspector and/or examiner and/or tyre	tester	٠.,	100					8	2	0.	
28. Tester with water								7	16	ò	
28A. Operator employed on hand-skiving m	achine used in		ruction						18	ō-	
28B. Operator making endless bands or pack					ider, or a	eroplane	tures	7		ŏ	
29. Weaver in charge of braiding machine and	/or circular and/	or flat loo	n and /or kn	itting n	nachine a	nd/or one	rator	•		•	
in charge of creels and/or other simi					- douino a			8	2	0.	
30. Operator in charge of cotton creeks		, or "III		••	• •	• •		8		0	
31. Cutter of treads and/or assembler of m		le and/or	hiovola ***	ada he	machin		••	8		ò	
32. Maker of packing	own, motor cyc	., and/o	. proyers tre	aus oj	and chilling		• •	8		o-	
33. Operator on mat-cutting guillotine, ma	t-panching 'proc	000 mo41	inffing and	/on ma-	dina m-	ahina	• •	8		Ŏ.	
							• •		ڪ	O.	
34. Designer and/or maker of inlaid mats a	mayor mand no	or marrim	e /menomb	punci	ror mars	_			^		
	••	• •	• •	• •	• •	•• •	•••	8		0	
Second and third year	••	• •	• •	• •	• •	• •	• •	8		6.	
Thereafter	1. 1.6		., ** , ,	• •	• •	••	• •	8		0.	
35. Operator employed fitting solid tyre to			otnerwise)	••	• •	• •	• •	8		0	
36. Operator employed fitting pneumatic ty				• •			• •	8		0	
37. Operator on clicking press and/or solo-	cutting machine	and/or I	nechanically	-operat	od punc	ing pres	5	- 8		0	
37A. Operator lasting up leather shoes			::			. • •	. ,••	7	18	0	
38. Operator on lathe and/or other power-di				ung off	rings, w	a shers, a i	ot/or				
strips and/or buffing cylindrical rolle	rs up to 3 feet	in length			• •	• •		- 8	2	Ο,	

ADULT MALES (OTHER THAN CABLE MAKING)-continued.

										Wages of 40	D Ho	οщ
39,	Operator employed on mechanical lathe	fashioni	ng hand-i	nade mecl	hanical	and/or s	irgical go	ods (inclu	ding	£	8	d.
	butting cylindrical rollers over 3 feet	in leng	th)				٠ ّ	·.	٠.	8	6	6
	Operator on lathe engaged fashioning be Operator dipping balloons and/or other			••	• •	• •	••			8	6	0
42	Operator of rubber-thread cutting lathe			••				• • •	• • •	8	4	ŏ
43.	Operator in charge of self-contained mou	ild and/	or heatern	nan in ch	arge of	curing pa	n and/or	dry heat	er	s	$\tilde{2}$	ŏ
44	Helper on self-contained mould and/or	curing p	pan and/o	or dry hea	ter					7	16	0
40	Operator in charge of vulcanizing press, in the vulcanizing press)		ın 4 feet i	n length (i	ncludin	g the box	iding of	rubber to	metal		o	0
46	Operator in charge of vulcanizing press,	not mor	e than 4	feet in len	ath (inc	duding ti	a hondir	a of mbl	oor to	8	6	6
	metal in the vulcanizing press)							٠		8	4	0
47.	Helper on vulcanizing press, more than 4	feet in	length (in	cluding th	e bondi:	ng of rub	ber to me	tal in the	vul-	Í		
	canizing press)									8	2	0
48.	Operator in charge of person engaged in moulding of motor and/or motor eye	the mou	lding of a	nd/or on a	ny oper	ation dire	ctly con	nected wit	h the			^
49.	Operator engaged in the moulding of and	d/or on a	DV ODGES	ion direct	 Iv conne	oted with	the men	ıldina of s		8	9	0
	and/or motor cycle tyres and/or air	bags					one mee	numg or r	10001	8	6	6
50.	Operator in charge of person engaged in	n makin	g and/or	moulding	solid n	otor tyr	es			8	6	6
	Operator engaged in making and/or mo	-	solid moto	or tyres		• •						0
51. 52	Operator racking green motor tyres Operator engaged in moulding articles of	hon than		 nd (az mai						7 1	18	0
٠	bags	mer onar		na/or moi	ær cyci	e tyres a	aa/or tu	bes and/	or aur	8	2	0
53.	Moulder in charge other than moulder	engaged	l on moto	r and/or	motor o	vele and	or solid	tyre mon	ldino	1 :		ŏ
94.	Operator in charge hand-making transm	ission c	onveyor a	nd/or ele	vator b	elting				8	6	ĕ
55.	Operator engaged hand-making transmis	ssion cor	iveyor an	d/or eleva	ator bel	ting						0
	Operator engaged on belt-making machi Operator laying mats, tiles, or rubber fi			• -			• •	• •	• •			0
8.	Repairer of used motor and/or motor c	vele tvr	e and/or	tube and	or air	baøs					-	Ö
Ψ.	Repairer of blemishes on new motor an	d/or inc	tor cycle	and/or b	icycle t	yre and/						Ğ
0.	Operator re-treading new tyres		• •		••	• •• ′						0
ı.	Maker of air bags with extruded materi Maker of air bags (not otherwise classifi	lal lad)	• •	••	••	• •	• •	• •				0
	. Operator buffing air bags	iou)	• •	• •	••	• •	• •	• •		8 7 1		0
21	. Operator of machine de-treading and/	or pullin	z sleeves	or patche	s on ne	W Or 11se	d tyres	• •	::	7 1		ö
3.	Operator in charge of forcing machine (in	cluding	operator i	n charge o	of bead	extruder	and cree	l bead ma	king			٠
	machine)					• •		• •				0
ŧ.	Operator in charge of forcing machine so Operator in charge of textile cutting machine so	training		• •	• •	••	• •					ŏ
š.	Operator of electric cutting machine (ot	her than	cuttee in	the water	···	OR OBSE	***	· · · · · · · · · · · · · · · · · · ·	. ::	8	2	0
	nand	• •								8	0	a
7.	Operator engaged in the individual makin excepting as provided in items 45, 46,	ng of sur and 47	gical mecl hereof) fi	ianical (in iel tanka :	eluding and/or i	we bond worting	ung of ru	o gesisana	netal	ļ		
	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up at the sandpapering or curing or turning Operator engaged in the making of generexcepting as provided in items 45, 46, a	and 47 id is resp g of the ral surgic	hereof) fi consible fo article cal mecha ereof) fuel	el tanks : or making nical (incl tanks or s	and/or of complet uding to porting	sporting ; e article	goods whap to but	o designs, not inclu	lays	8 1		0
8.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning Operator engaged in the making of generator excepting as provided in items 45, 46, a drum-built belts	and 47 id is resp g of the ral surgiond 47 he	hereof) for consible for article cal mecha	el tanks : or making nical (incl	and/or complet	sporting ; e article	goods whap to but	o designs, not inclu	lays ding cetal d/or	8	2	0
3. 9.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up at the sandpapering or curing or turning Operator engaged in the making of generator engaged in the making of generator excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches am First assistant on calender under 48 inches	and 47 and is responded to the real surgical and 47 he cover hes	hereof) fi consible for article cal mecha ereof) fuel	el tanks : or making nical (incl tanks or s	and/or of complet uding to porting	sporting ; e article	goods whap to but	o designs, not inclu	lays ding netal d/or	8 8	2 6	0
3.).).	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning Operator engaged in the making of gener excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches an First assistant on calender under 48 includents of the company of the compa	and 47 and is respond to the ral surgicand 47 he down the surgicand 47 he and	hereof) fit consible for article cal mecha ereof) fuel	iel tanks : or making nical (incl tanks or s	and/or complet	sporting o article he bonding goods, in	goods whap to but ng of rul cluding n	o designa, t not inclu- ber to mandrel an	lays ding cetal d/or	8 8 8 8 1	2 6 0 8	0 6 0 0
8. 9. 1. 2.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning. Operator engaged in the making of generic excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches an First assistant on calender under 48 inc Operator in charge of calender 72 inches operator in charge of calender over 72	and 47 id is resp of the ral surgiond 47 he d over hes and us inches	hereof) fit consible for article cal mecha ereof) fuel	r making mical (incl tanks or s	and/or complet	sporting ; e article he bondingoods, in	goods when to but	o designs, t not inclu- ber to mandrel an	lays iding netal id/or	8 8 8 8 1	2 6 0 8	0 6 0
3. 3. 1. 2.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning Operator engaged in the making of gener excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches an First assistant on calender under 48 inc Operator in charge of calender over 72 Table hand and/or machinist employed on (other than articles of waterproof clot	and 47 id is resp g of the ral surgiond 47 he d over hes s and us inches sewing s thing)	hereof) fi consible for article cal mecha ereof) fuel ander machines o	iel tanks or making nical (incl tanks or s	and/or complet uding t porting	e article he bondingoods, in	goods who probable to but of water	o designs, not inclu- ober to n andrel an	lays ding netal d/or cicles	8 8 8 8 1 9	2 6 0 18 3	0 6 0 0
8. 9. 0. 1. 2.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up at the sandpapering or curing or turning Operator engaged in the making of genetic excepting as provided in items 45, 46, a drum-built belts. First assistant on calender 48 inches an First assistant on calender under 48 inches operator in charge of calender 72 inches Operator in charge of calender over 72. Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spongr	and 47 id is resp g of the ral surgiond 47 he d over hes a and us inches sewing s thing) e rubber	hereof) fi consible for article cal mecha ereof) fuel mader machines of	iel tanks : ir making nical (incl tanks or s	uding to porting	e article he bondingoods, in	goods who produced the produced with the produced many control of water co	o designs, not included to mandrel and reproof art	lays dding netal dd/or dicles	8 8 8 8 1 9	2 6 0 18 3	0 6 0 0
8. 9. 0. 1. 2.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning Operator engaged in the making of genes excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches an First assistant on calender under 48 inc Operator in charge of calender 72 inches Operator in charge of calender over 72 Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spong class or classes of work:—mixing, froth	and 47 id is resp g of the ral surgiond 47 he d over hes a and us inches sewing s thing) e rubber	hereof) fi consible for article cal mecha ereof) fuel mader machines of	iel tanks : ir making nical (incl tanks or s	uding to porting	e article he bondingoods, in	goods who produced the produced with the produced many control of water co	o designs, not included to mandrel and reproof art	lays dding netal dd/or dicles	8 8 8 8 9	2 6 0 18 3	060000
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3.). l. l. l. l. l.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning Operator engaged in the making of genes excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches an First assistant on calender under 48 inc Operator in charge of calender 72 inches Operator in charge of calender over 72 Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spong class or classes of work:—mixing, froth	and 47 and is resp g of the ral surgice al surgice and 47 he d over hes s and us inches sewing; thing) e rubber ing, pour	hereof) fi consible for article cal mecha ereof) fuel mader machines of	iel tanks : ir making nical (incl tanks or s	uding to porting	e article he bondingoods, in	goods who produced the produced with the produced many control of water co	o designs, not included to mandrel and reproof art	lays ding netal d/or cicles wing eing,	8 8 8 8 9 8 7 1	2 6 0 18 3 7	060000
3. 3. 3. 1. 5. i. 5. i.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up at the sandpapering or curing or turning Operator engaged in the making of general excepting as provided in items 45, 46, a drum-built belts. First assistant on calender 48 inches am First assistant on calender under 48 inc Operator in charge of calender over 72. Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spongo class or classes of work:—mixing, froth table hand	and 47 id is resp g of the ral surgiond 47 he d over hes a and us inches sewing s thing) e rubber	hereof) fi consible for article cal mecha ereof) fuel mader machines of	iel tanks : ir making nical (incl tanks or s	uding to porting	e article he bondingoods, in	goods who produced the produced with the produced many control of water co	o designs, not included to mandrel and reproof art	lays ding netal d/or cicles wing eing,	8 8 8 8 9 8	2 6 0 18 3 7	060000
3. 3. 1. 2. 3.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up at the sandpapering or curing or turning Operator engaged in the making of genetic excepting as provided in items 45, 46, a drum-built belts. First assistant on calender 48 inches an First assistant on calender under 48 inches an Operator in charge of calender 72 inches Operator in charge of calender over 72. Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spong class or classes of work:—mixing, froth table hand. Storeman in charge of moulds Operator engaged in mould burning Operator engaged on sand-blasting— (a) who operates from outside a	and 47 and is resp g of the ral surgic and 47 he d over hes s and us inches sewing s ching) e rubber ing, pour	hereof) ficonsible for article cal mecha recof) fuel	nel tanks : or making nical (incl tanks or s	and/or complet uding t porting the ma r simila ming, in	e article he bondingoods, in	goods who produced the produced with the produced many control of water co	o designs, not included to mandrel and reproof art	lays ding netal d/or cicles wing eing,	8 8 8 8 8 8 7 7 1 7 1	2 6 0 18 3 7 2 8 18 0 0	060000
3. 3. 1. 3. 3.	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up ar the sandpapering or curing or turning Operator engaged in the making of genes excepting as provided in items 45, 46, a drum-built belts First assistant on calender 48 inches an First assistant on calender under 48 inc Operator in charge of calender 72 inches Operator in charge of calender over 72 Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spong class or classes of work:—mixing, froth table hand Storeman in charge of moulds burning Operator engaged in mould burning Operator engaged on sand blasting— (a) who operates from outside a (b) other	and 47 ned is responded in the second of the call surgion of the c	hereof) ficonsible for article cal mecha recof) fuel	nel tanks and making making and including tanks or second and and and and and and and and and a	and/or complet uding t porting the ma r simila ming, in	e article he bondingoods, in	goods when to but ag of rule luding no control of water ition on dro, clear	o designs, not included to mandrel and reproof art	lays ding netal d/or cicles wing eing,	8 8 8 8 9 8 8 7 1 7 1	2 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	06000 0 000 00
i	excepting as provided in items 45, 46, out, cuts to shape, and/or builds up at the sandpapering or curing or turning Operator engaged in the making of general excepting as provided in items 45, 46, a drum-built belts. First assistant on calender 48 inches an First assistant on calender under 48 inches operator in charge of calender over 72. Table hand and/or machinist employed on (other than articles of waterproof clot Operator engaged in the process of spong class or classes of work:—mixing, froth table hand. Storeman in charge of moulds Operator engaged in mould burning Operator engaged in sand-blasting— (a) who operates from outside a (b) other	and 47 nd is respond to several surgicular of the control of the c	hereof) fiponsible for article cal mecha ereof) fuel	nel tanks : or making nical (incl tanks or s	and/or complet complet uding t porting the ma the ma ming, in	e article he bondingoods, in	goods when to but ag of rule luding no control of water ition on dro, clear	o designs, not included to mandrel and reproof art	lays ding done did/or dicles wing eing,	8 8 8 8 9 8 7 1 7 1	2 6 6 6 8 8 8 8 8 9 8 8 8 9 9 8 8 8 9 9 8 9 8	06000 0 000 000
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ADULT MALES (CABLE MAKING)-continued.

										Wages of 4	pei 0 H	r Weel
										£	8.	d.
04. Longitudinal machine assistant .		;	••	,	···	••	· • .	• •	• •	8	0	0
05. Metal-braiding machine and/or ho		braiding	machine	and/or	braiding	machine	operator	• •		8	0	0
06. Laying up machine operator .	•	• •	• •	• •		• •	• •	• •	٠.	8	2	0
07. Laying up machine assistant .	•		• •		• •		• •	• •	• •	8	0	0
08. Repairer of cables			• •		• •					8	2	0
09. Spark testing machine operator .		• •								8	2	0
10. Tank test attendant		• •								8	0	0
 Operator employed jointing cables 										8	2	0
Operator on waxing and/or compo	unding	and/or	mpregnat	ing mac	hine					8	2	0
Helper on waxing and/or compour	iding a	nd/or im	pregnatin	g machi	ne					8	0	0
14. Lacquering machine operator										8	2	0
 Lacquering machine helper . 										8	ō	ŏ
16. Lead press operator for cables .										8	6	ű
17. Lead press assistant for cables .										Š	ŏ	ŏ
18. Lead stripping machine operator for									.,	8	ŏ	ŏ
19. Marking machine operator .										8	2	ŏ
20. Rubber slitting machine operator										8	2	ň
21. Rubber slitting machine helper .		• •		• •	• •	••	• •	• •		8	ñ	ñ
22. Taping and/or de-taping machine				٠.	٠.	••	• •	• •	• •	0	0	Ä
23. Inspector and/or examiner of cable				• •	• •	• •	• •	• •	• •	8	2	0
a. mapector and/or examiner or cabi	18	• •	• •	• •	• •	• •	• •	• •	• •	8	ú	0

ADULT FEMALES.

	·		 			,	Wages per Week of 40 Hours.
All adult females	 ••	 	 	 	 		£ s. d. 5 12 3

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

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



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No. 997]

FRIDAY, DECEMBER 1.

[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
30th day of November, 1950.

RAY. H. BEERS,

Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in Government Gazette No. 643 of the 21st August, 1950, shall be replaced by the following clauses:—

ð.				VV AGE	S FEE VI	KEK.								
								G.P.O. Warrnami Mildura	Geelo Geelo bool a	miles of ng; at nd within Inpaland	ļ	arta o	ł Vic	toria,
	•							£	8.	d.	£	8.	d.	
Journeymen			 		.,			9	3 -	0	9	0	0	
Journeywomen		. •	 		••	• •	••	6	3	3	6	1	0	,

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

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

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

(b) Females working on large machines (132K, 7.5, 45K, or any similar class of machine, and Grummet) 3/6 per week extra on above rates.

No. 997.-11401/50.-PRICE 3D.

APPRENTICES-MALES.

- 5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 - (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following:--

-				l			es Per Week.				
				Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippeiand Districts.			Other Parts of Victor				
		 	 	8.	d.		8.	d.			
		 	 		0			0			
		 	 	50	0		49	0			
		 	 	71	6		70	0			
		 	 	114	6		112	0			
		 	 	143	0		140	0			
		 	 	43	0		42	0			
				71	6			Õ			
				114	6			Ò			
		 •••	 • • •	143	ŏ	`	140	ŏ			
						Districts.	Districts. s. d.	Districts.			

- (c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.
- (d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trained apprenticeship framed in conformity with this Determination:—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker: (5) Collar maker.
- (e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation-to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.
- (f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.
 - (g) Until further order any contract of apprenticeship may contain the following provision:-
 - If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties-imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances-justifying such cancellation shall be on the employer.
- (A) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.
- (i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.
- (j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master uponless 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 additionals
 day or days shall have been served.
 - (k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
 - (1) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.
 - (m) An apprentice shall not work under any system of payment by results.
- (n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

JUNIOR WORKERS-MALES.

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

•							Wages Per Week.				
	-						Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Clarents			
							s. d.	s, d,			
Under 16 years of age							43 0	42 0			
16 and under 17 years of age							57 3	56 0			
17 and under 18 years of age							71 6	70 0			
18 and under 19 years of age							85 9	84 0			
19 and under 20 years of age							114 6	112 0			
20 and under 21 years of age	••	• •	••	• • •	••	••	143 0	140 0			

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

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.

JUNIOR WORKERS INCLUDING APPRENTICES.

1		 	 	1
2 to 20	• •	 	 • • .	I for every 2 such male employees
Over 20	• •	 • •	 	A further 1 for every 3 such male employees over 20.

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

JUNIOR WORKERS-FEMALES.

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

							Wages Per Week,				
	_	<u> </u>					Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Varrnambool and within Mildura and Gippsland Districts.	Other Party of Victoria			
Under 16 years of age			••				s. d. 43 0	42 0			
6 and under 17 years of age	••						53 6	52 6			
7 and under 18 years of age		• • • • • • • • • • • • • • • • • • • •		••	••		60 9	59 6			
8 and under 19 years of age		••		••	••		68 0	66 6			
9 and under 20 years of age	•••	••					75 0	73 6			
0 and under 21 years of age	•••	••			••	••	93 0	91 0			

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

- (a) For the purposes of this clause "experience" shall mean any form of employment in this industry.
- (6) Employers who wilfully employ jumors without taking into account previous experience shall be guilty of a breach of this Determination.
- (c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

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

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VICTORIA

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No. 998]

FRIDAY, DECEMBER 1.

[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 30th day of November, 1950.

RAY. H. BEERS,

Secretary for Labour.

STATIONERY BOARD.

Clauses 2, 3, and 4 of the Determination published in Government Gazette No. 1023 of the 29th November, 1949, shall be replaced by the following clauses:—

2.

First Column.	Second Column.									rd nn.
Number of Rate.	Description of Employment.									
	Table	" A "—	Adult 3	fales.				£	з.	u
1	Blocker (an employee engaged of						reason	i		
ļ	only of the fact that he is de				o this ra	te)		10	1	(
2	Edge gilder Guillotine machine operator					• •		10	-!	•
3	Guillotine machine operator		• •					9	Į.	- (
4	Tag machinist where machine h	as printi	ng atta	chment					12	(
5	Tag machinist								16	(
6	Cutter from reel and/or slitter						• • •	8	11	(
7	Cutter from reel and/or slitter,	if cuttin	g or sli	tting—				ĺ		
1	(a) Printed, creped, or embed									
	adhesive (b) Paper into rolls for record				٠٠			8	14	(
1	(b) Paper into rolls for record	ling mac	hines or			s, or ma	chines :	1		
i	similar to these mad								14	-
8	Envelope angle cutter							9		(
9	Envelope angle cutter who has								12	- (
10	Envelope cutter and/or die cutt	ter							14	ŧ
11	Envelope cutter and/or die cutt	ter who	has to	mark or l	ay out				18	(
12	Cutter of playing cards								14	
13	Doyley machinist				'				18	(
14	Surface coater									- (
15	Colour mixer for surface coating	3							7	-(
16	Calenderer								11	- (
17	Brusher							8	11	- (
18	Water-proofer								11	- (
19	Plate roller of paper or board							8	11	- (
20	Employee working pasteboard v	nachine					1		16	- (
21	Employee (whether working under	er a forei	nan or	otherwise)	in charg	e of env	elope-	1		
	making machine or machines Employee employed edge-staining			'			· · · · · ·	10	1	•
22	73	a becard		L 11:	blind bl	aalrina a	not lan	i		

No. 998.—11408/50.—Price 3d.

First Column.	Second Column.	Third Colum			
Number of Rate.	Description of Employment.	Weekty Wage.			
	Table "A" Adult Males—continued.	£ ×.	d.		
23	Persons employed on machines not specified in this Table and which are not used				
	in a trade subject to an apprenticeship	8 11	0		
24	Toilet roll automatic core making machines	8 14	6		
25	Toilet paper crepeing machinist	8 14	6		
26	Toilet roll slitting and rewinding machinist	8 14	6		
27	Toilet paper oval roll slotting machinist	8 11	0		
28	Any other adult male	7 19	0		
29	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid pronata for the hours worked by him.				
20	for such night shift work; if he works less than a week he shall be paid pro				
20	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him.				
1	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion				
1	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion with stationery	5 1	0		
1 2	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion with stationery Female embosser	5 1 5 2			
1	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion with stationery				
1 2	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion with stationery Female embosser A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive)	5 2			
1 2	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion with stationery Female employees. A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) (b) from nine to fifteen employees (both inclusive)	5 2	0		
1 2	for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him. Table "B"—Adult Females. (Including non-adult females of at least five years' experience.) Female employee of more than five years' experience employed in connexion with stationery Female embosser A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive)	5 2	0		

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

			 			Third Column. Weekly Wage.
						£ s. d.
1	Under 15 years of age		 			1 14 3
2	Between 15 and 16 years of age		 			2 3 3
3	Between 16 and 17 years of age		 ••			2 15 6
4	Between 17 and 18 years of age		 • • •		- ::	3 14 6
5	Between 18 and 19 years of age					4 13 6
6	Between 19 and 20 years of age		• • •	• • •	• • •	5 13 3
7	Between 20 and 21 years of age	::	 • • •			6 14 0

Where the work is performed by a male apprentice-

										Co	hir luu eek age	in. Iy
										£	8.	d.
8	First year	• •			• •						15	3
9	Second year		• •							2	7	в
0	Third year									3	i	3
l	Fourth year				• •					4	3	õ
2	Fifth year									5	4	ō
3	Sixth year									7	4	ŏ
4	A junior wor for such nig rata for the	ht shift hours	work;	if he wor by him.	ks less t	han a we	ek he sh	all be pai	id pro			-
5	Provided that and Practice Commission to an increas amount of si n the said r he rate her	e) exam of Vict sed rate uch inc egulation	ination r oria, and o of pay r case paid ons until	eferred to has also for profici l to him e the comp	in the representation in the representation in the representation of the representation	egulation ntitled ur such exar beyond his appre	s of the ider the s mination, any perio nticeship	Apprentical Apprentical Figure 1 in a constant of the constant	ceship ations ve the ed for			

Where the work is performed by a female junior—

								Thire Colum Week Wage	n. Iy
,	First year's experience						-	± ₹.	d. 0
2	Second year's experience	• • •	• •	• •	• •	• • •	• • • •	$\begin{array}{ccc} 1 & 14 \\ 2 & 1 \end{array}$	0 6
3	Third year's experience	• •	• •	• •	• •	• •	٠,	$\frac{2}{2}$ $\frac{1}{12}$	
4	Fourth year's experience		• •	• •	• • •	• •		3 3	0
5	Fifth year's experience		• •	• •	• • •	• •	1	4 2	6
6	And thereafter the minimum	Wago pro	oganihad f	an famale	na for the	alaca al		4 4	0
17	which she is doing.	wage pre	escribed 1	or remare	25 TOT DIR	Chass of	WOLK		
7	A female junior entering the in the foregoing rate appropria week extra until she reaches minimum wage prescribed for	ate to h	er experi-	ence and ears, who	not less n she sh	than 10	s. per		
8	In the above provisions as to experience in the industry, one employer and any female being discharged from her on employer stating the date va- termination duly signed or certificate shall be the prope	work per including employeemploymen when suc- otherwis	erformed g experie e mention nt shall be th employ e authen	by femal nce in th led in such e entitled ment bea ticated b	es "expe e employ i provisio to a cert gan and y the en	erience" i of more ns on leav ificate fro the date iployer.	means than ing or m her of its Such		

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

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