



VICTORIA  
GOVERNMENT GAZETTE.

Published 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.

Apprentices.				Other Employees.			
			Per Week of 40 Hours.	Per Hour.		Per Week of 40 Hours.	
			s. d.	s. d.	£ s. d.		
1st year	..	..	39 3	5 6½	..	11 1 8	
2nd "	..	..	59 6				
3rd "	..	..	79 9				
4th "	..	..	108 9				
5th "	..	..	138 0				

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than £11 1s. 8d. per week of 40 hours.

An indenture of apprenticeship has been prescribed by the Board.

PIECEWORK PRICES.

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

<i>Floor and Verandah Tiling.</i>			
Each area under one square yard .. .. .	10s. 9d. per area .. .. .	} 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 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.	
Under three square yards .. .. .	14s. 0d. per square yard .. .. .		
Three square yards or over .. .. .	12s. 3d. per square yard .. .. .		
Loose moravian .. .. .	20s. 3d. per square yard .. .. .		
Steps of marble, slate, or material other than tiles with tile risers .. .. .	1s. 3d. per foot run respectively for each step fixed or riser tiled .. .. .		
Any step with nosing tread or riser tiles .. .. .	5s. 3d. per foot run .. .. .		
All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface.			
<i>Wall Tiling.</i>			
Wall tiling .. .. .	13s. 3d. per square yard .. .. .		} 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 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.
Kitchen stove recesses .. .. .	17s. 9d. per square yard .. .. .		
Splash tiling under one square yard to basin and/or bath .. .. .	17s. 9d. per room .. .. .		
Ceilings or offits .. .. .	26s. 6d. per square yard .. .. .		
Liners, beads, coves, and capping .. .. .	3d. per foot run in addition to full overall measurements .. .. .		
Where brickwork or concrete has to be cut out to 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 revelles which occur in isolated cases .. .. .	1s. per lineal foot in addition to overall measurements .. .. .		
Architraves and skirting .. .. .	1s. per lineal foot in addition to overall measurements .. .. .		
Cutting on the rake to staircase dados .. .. .	9d. per lineal foot .. .. .		
In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilayer on which to start tiling, also all walls of this nature to be painted where necessary.			
<i>Open Joint Tiling.</i>			
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 .. .. .	1s. 3d. per yard	} in addition to the rates fixed in this schedule for laying and fixing .. .. .	
(b) where joints are struck .. .. .	4s. 9d. per yard		

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



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No. 994]

FRIDAY, DECEMBER 1.

[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.

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

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 hours.

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.

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 hours.

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.

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.

(a) MEAT PRESERVING SECTION.				(b) EGG PULPING OR DRYING SECTION.			
	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 charge of a department or shift	208 0	4 0	212 0	Spray operator .. ..	204 0	4 0	208 0
Assistant preserver .. ..	208 0	4 0	212 0	Filter (Chalaza) .. ..	203 0	4 0	207 0
Leading hand extract maker ..	210 0	4 0	214 0	Pump operator .. ..	201 0	4 0	205 0
Smoke kiln attendant whilst employed solely as such ..	210 0	4 0	214 0	Furnaceman .. ..	201 0	4 0	205 0
Sausage smoke room attendant	205 0	4 0	209 0	Solderer and/or sealer .. ..	200 0	4 0	204 0
Retort Hand, i.e., a person who loads and unloads retorts ..	206 0	4 0	210 0	(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)			
Scalder or braiser .. ..	204 0	4 0	208 0	Storeman packer .. ..	200 0	4 0	204 0
Doughmaker .. ..	204 0	4 0	208 0	All others .. ..	200 0	4 0	204 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such ..	204 0	4 0	208 0	No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.			
Lacquer hands (i.e., employees feeding into and/or taking off machine) .. ..	204 0	4 0	208 0	Adult females engaged— as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers .. ..	s. d.	s. d.	s. d.
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine) .. ..	204 0	4 0	208 0	No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.			153 0
Females engaged—							
Taking away from automatic stuffing machines .. ..	179 9	2 0	181 9				
Running sausage skins for canning purposes .. ..	168 0	2 0	168 0				
Stamping, or branding .. ..							
Labelling, keying, wiping tins, and carrying off from filling table .. ..			153 0				
Weighing filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..							
Preparing for, placing in, taking away from machines and placing in trays ..							
Cutting Sausages .. ..							
All others .. ..	200 0	4 0	204 0				
				(c) ALL OTHER SECTIONS.			
					Weekly Rate.	War Time Loading.	Total Weekly Wage.
					s. d.	s. d.	s. d.
				Leading Hand, i.e., a person in charge of a Department or shift	207 0	4 0	211 0
				Mixer .. ..	208 0	4 0	212 0
				Potman .. ..	208 0	4 0	212 0
				Females engaged—			
				Patting, wrapping, stamping, or branding .. ..			
				Labelling, wiping tins, and carrying off from filling tables .. ..			
				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds .. ..			153 0
				Taking away from automatic machines .. ..			
				Wrapping premier jus for oleo presses .. ..			
				All others .. ..	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.	Time of Ending.
Mondays to Fridays .. ..	.. 7.30 a.m.	.. 4.45 p.m.

## OVERTIME

7. The following overtime rates shall be paid for overtime—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 40 hours in any week .. ..	Time and a half
(b) Other (not being shift workers)	(1) Outside the hours fixed in clause 6 (Except after 12 noon on Saturday, when the rate shall be double time.) .. ..	Time and a half
	(2) Within the hours fixed in clause 6 in excess of the hours fixed in clause 5 .. ..	Time and a half
(c) Shift workers .. ..	(a) For work done in excess of 8 hours on any day from Monday to Friday and on Saturday before noon .. ..	Time and a half
	(b) After 12 noon on Saturday .. ..	Double time

## 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 for a 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 3.30.

## 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 bottles;

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 Act 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 boots free of cost.

## 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; dicing 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 three pence to be disregarded.

## Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	6 17 0	6 0	7 3 0	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.

## Males.

## 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 .. .. .	55
17 " " " 18 " " " .. .. .	62½	17 " " " 18 " " " .. .. .	62½
18 " " " 19 " " " .. .. .	70	18 " " " 19 " " " .. .. .	70
19 " " " 20 " " " .. .. .	77½	19 " " " 20 " " " .. .. .	77½
20 " " " 21 " " " .. .. .	90	20 " " " 21 " " " .. .. .	90

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 27th October, 1950.







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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.

### PROVINCIAL PRINTERS BOARD.

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES.		
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ 8 10 0
A2.	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	8 1 0 8 4 0 8 10 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid .. .. .	8 10 0
A4.	Proof reader .. .. .	8 4 0
A5.	Proof reader and reviser .. .. .	8 4 0
A6.	Proof reader's assistant .. .. .	6 17 0
A7.	Hand compositor .. .. .	8 1 0
A8.	Sluggier .. .. .	8 1 0
A9.	Bulk hand .. .. .	8 1 0
A10.	Stone hand .. .. . (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	8 4 0
A11.	(An employer shall have the right to allot to any hand compositor, sluggier, bulk hand, or stone hand any class of work in the composing room, including reading.)	
A12.	Stereotyper .. .. .	8 1 0
A13.	Stereotyper's assistant .. .. .	7 9 0
A14.	Rotary machinist or rotary machine minder .. .. .	8 7 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily .. .. .	7 12 0
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 .. .. .	7 3 0
A17.	Machinist working a flat bed machine printing from a reel .. .. .	8 1 0
A18.	Publishing employee .. .. .	7 6 0
A19.	(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 .. .. .	8 1 0 7 17 0
A20.	Cleaner of slug-casting machine .. .. .	6 17 0
A21.	Galley puller .. .. .	6 17 0
A22.	Storeman .. .. .	7 0 0
A23.	Male employee not otherwise specified .. .. .	6 14 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLE "B."—ADULT FEMALES.</b>		
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine .. .. .	£ s. d. 3 19 6
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of— (a) Up to eight employees .. .. . (b) From nine to fifteen employees (both inclusive) .. .. . (c) Over fifteen employees .. .. .	4 1 6 4 9 0 4 15 0
B3.	Female employee not otherwise specified .. .. .	3 9 6

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

(2) FEMALE TO BE PAID MALE RATE.

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

(3) RATES FOR JUNIORS AND APPRENTICES.

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

	Per Week. £ s. d.
1. Under 15 years of age .. .. .	1 9 0
2. Between 15 and 16 years of age .. .. .	1 16 6
3. Between 16 and 17 years of age .. .. .	2 6 0
4. Between 17 and 18 years of age .. .. .	3 3 0
5. Between 18 and 19 years of age .. .. .	3 19 0
6. Between 19 and 20 years of age .. .. .	4 15 0
7. Between 20 and 21 years of age .. .. .	5 11 6

Where the work is performed by a male apprentice:—

	Per Week. £ s. d.
8. First year .. .. .	1 9 0
9. Second year .. .. .	1 16 6
10. Third year .. .. .	2 6 0
11. Fourth year .. .. .	3 3 0
12. Fifth year .. .. .	3 19 0
13. Sixth year .. .. .	5 11 6

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

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

	Per Week. £ s. d.
1. First year's experience .. .. .	1 9 0
2. Second year's experience .. .. .	1 14 0
3. Third year's experience .. .. .	2 2 6
4. Fourth year's experience .. .. .	2 10 0
5. Fifth year's experience .. .. .	3 6 0

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLE "A"—ADULT MALES.</b>		
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)	£ s. d. 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 8 10 0 8 16 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid .. .. .	8 16 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine .. .. .	8 7 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	7 12 6
	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine .. .. .	8 7 0

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

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

TABLE "B"—ADULT FEMALES.

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

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

ADULT FEMALES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
		£ s. d.
4	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	4 2 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	4 3 6
6	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	4 2 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	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) .. .. . (b) from 9 to 15 employees (both inclusive) .. .. . (c) over 15 employees .. .. .	4 6 6 4 14 0 5 0 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) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age .. .. .	1 9 6
2. Between 15 and 16 years of age .. .. .	1 17 6
3. " 16 " 17 " " .. .. .	2 7 6
4. " 17 " 18 " " .. .. .	3 4 0
5. " 18 " 19 " " .. .. .	4 0 6
6. " 19 " 20 " " .. .. .	4 16 6
7. " 20 " 21 " " .. .. .	5 14 0

Where the work is performed by a male apprentice—

8. First year .. .. .	1 9 6
9. Second year .. .. .	1 18 6
10. Third year .. .. .	2 9 0
11. Fourth year .. .. .	3 6 6
12. Fifth year .. .. .	4 3 6
13. Sixth year .. .. .	5 17 0

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

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

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience .. .. .	1 9 6
2. Second year's experience .. .. .	1 15 6
3. Third year's experience .. .. .	2 4 0
4. Fourth year's experience .. .. .	2 12 0
5. Fifth year's experience .. .. .	3 8 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	

The following clauses of the Determination as published in *Government Gazette* No. 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.

Published by Authority

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

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. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. .. .	46 0	38 9	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age .. .. .	60 3	46 0	
17 " " .. .. .	74 6	53 0	
18 " " .. .. .	96 0	67 3	
19 " " .. .. .	110 3	74 6	
20 " " .. .. .	124 6	81 9	
And thereafter the minimum wage.			

*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.

**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 male 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.

3.

**ADULT MALES (OTHER THAN CABLE MAKING).**

	Wages per Week of 40 Hours.		
	£	s.	d.
1. Employee engaged on any operation other than those set out hereunder	7	16	0
2. Sifter and/or drier of compounding ingredients	7	18	0
3. Operator in charge of drying machine	8	0	0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	8	3	0
5. Storeman and packer as defined herein not working in raw materials store	8	0	0
5A. Storeman and packer as defined herein working in raw materials store	8	2	0
6. Wrapper of goods made by wrapped process	7	18	0
7. Operator in charge of lead-covered hose stripping machine	8	0	0
8. Operator in charge of hose-making machine (wrapped process)	8	2	0
9. Helper on hose-making machine (wrapped process)	8	0	0
10. Lead-covering machine helper	8	0	0
11. Operator in charge of lead-covering machine (hose)	8	6	6
11A. Maker of vacuum-cleaner hose	8	2	0
12. Maker of wrapped hose by hand-made process	8	9	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	8	0	0
14. Operator on washing mill and/or grinding waste	8	0	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	8	2	0
16. Operator on cracker mill	8	0	0
17. Operator on mixing mill	8	9	0
18. Reclaimer or employee engaged on acid tank	8	0	0
19. Employee on digester machine	8	2	0
20. Spreader in charge of machine (not otherwise classified)	8	3	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	8	9	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	7	19	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	8	0	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	8	0	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	8	2	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	8	4	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	8	6	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	8	6	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	8	9	0
27. Inspector and/or examiner and/or tyre tester	8	2	0
28. Tester with water	7	16	0
28A. Operator employed on hand-skiving machine used in tyre construction	7	18	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	7	18	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	8	2	0
30. Operator in charge of cotton creels	8	2	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	8	0	0
32. Maker of packing	8	2	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	8	2	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	8	0	0
Second and third year	8	6	6
Thereafter	8	11	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	8	4	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	8	0	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	8	2	0
37A. Operator lasting up leather shoes	7	18	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	8	2	0

## ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.		
	£	s	d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) .. .. .	8	6	6
40. Operator on lathe engaged fashioning biased bowls .. .. .	8	6	6
41. Operator dipping balloons and/or other dipped goods .. .. .	8	2	0
42. Operator of rubber-thread cutting lathe .. .. .	8	4	0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater .. .. .	8	2	0
44. Helper on self-contained mould and/or curing pan and/or dry heater .. .. .	7	16	0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	8	6	6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	8	4	0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	8	2	0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres .. .. .	8	9	0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags .. .. .	8	6	6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres .. .. .	8	6	6
51. Operator engaged in making and/or moulding solid motor tyres .. .. .	8	0	0
51A. Operator racking green motor tyres .. .. .	7	18	0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags .. .. .	8	2	0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding .. .. .	8	4	0
54. Operator in charge hand-making transmission conveyor and/or elevator belting .. .. .	8	6	6
55. Operator engaged hand-making transmission conveyor and/or elevator belting .. .. .	8	3	0
56. Operator engaged on belt-making machine .. .. .	8	0	0
57. Operator laying mats, tiles, or rubber flooring .. .. .	8	9	0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags .. .. .	8	9	0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes .. .. .	8	2	0
60. Operator re-treading new tyres .. .. .	8	0	0
61. Maker of air bags with extruded material .. .. .	8	2	0
62. Maker of air bags (not otherwise classified) .. .. .	8	9	0
62A. Operator buffing air bags .. .. .	7	19	0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres .. .. .	7	18	0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and reel bead making machine) .. .. .	8	4	0
64. Operator in charge of forcing machine straining rubber .. .. .	8	0	0
65. Operator in charge of textile cutting machine .. .. .	8	2	0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand .. .. .	8	0	0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article .. .. .	8	11	0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts .. .. .	8	2	0
69. First assistant on calender 48 inches and over .. .. .	8	6	6
70. First assistant on calender under 48 inches .. .. .	8	0	0
71. Operator in charge of calender 72 inches and under .. .. .	8	18	0
72. Operator in charge of calender over 72 inches .. .. .	9	3	0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	8	7	0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand .. .. .	8	2	0
75. Storeman in charge of moulds .. .. .	7	18	0
76. Operator engaged in mould burning .. .. .	7	18	0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet .. .. .	8	0	0
(b) other .. .. .	8	2	0
78. Operator joining and/or repairing fabric liners .. .. .	7	18	0
79. Operator cutting raw rubber by machine or press .. .. .	7	18	0
80. Operator of trans-stacker or swifter-lifter or other similar machines .. .. .	8	2	0
ADULT MALES (CABLE MAKING).			
81. Operator engaged in any operation other than those for which a margin is fixed hereunder .. .. .	7	16	0
82. Operator on mixing mill .. .. .	8	9	0
83. Operator on warming and/or masticating mill and/or reclaim refining mill .. .. .	8	2	0
84. Heaterman in charge of curing pan and/or dry heater .. .. .	8	2	0
85. Operator in charge of forcing machine .. .. .	8	4	0
86. First assistant on calender 48 inches and over .. .. .	8	6	6
87. First assistant on calender under 48 inches .. .. .	8	0	0
88. Operator in charge of calender 72 inches and under .. .. .	8	18	0
89. Operator in charge of calender over 72 inches .. .. .	9	3	0
90. Fine wire-drawing machine operator .. .. .	8	2	0
91. Medium wire-drawing machine operator .. .. .	8	2	0
92. Wire-drawing (tandem) machine operator .. .. .	8	2	0
93. Annealing furnace operator .. .. .	8	2	0
94. Pickling plant operator .. .. .	8	0	0
95. Wire-winding machine operator .. .. .	8	0	0
96. Fine wire-tinning machine operator .. .. .	8	0	0
97. Medium wire-tinning machine operator .. .. .	8	2	0
98. Assisting tinning-machine operator .. .. .	8	0	0
99. Bunching machine operator .. .. .	8	0	0
100. Stranding and/or armouring machine operator .. .. .	8	2	0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables .. .. .	8	0	0
102. Lapping machine operator .. .. .	8	2	0
103. Longitudinal machine operator .. .. .	8	2	0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.		
	£	s.	d.
104. Longitudinal machine assistant .. .. .	8	0	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator .. .. .	8	0	0
106. Laying up machine operator .. .. .	8	2	0
107. Laying up machine assistant .. .. .	8	0	0
108. Repairer of cables .. .. .	8	2	0
109. Spark testing machine operator .. .. .	8	2	0
110. Tank test attendant .. .. .	8	0	0
111. Operator employed jointing cables .. .. .	8	2	0
112. Operator on waxing and/or compounding and/or impregnating machine .. .. .	8	2	0
113. Helper on waxing and/or compounding and/or impregnating machine .. .. .	8	0	0
114. Lacquering machine operator .. .. .	8	2	0
115. Lacquering machine helper .. .. .	8	0	0
116. Lead press operator for cables .. .. .	8	6	0
117. Lead press assistant for cables .. .. .	8	0	0
118. Lead stripping machine operator for cables .. .. .	8	0	0
119. Marking machine operator .. .. .	8	2	0
120. Rubber slitting machine operator .. .. .	8	2	0
121. Rubber slitting machine helper .. .. .	8	0	0
122. Taping and/or de-taping machine operator .. .. .	8	0	0
123. Inspector and/or examiner of cables .. .. .	8	2	0

## ADULT FEMALES.

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 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:—

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman .. .. .	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.

APPRENTICES—MALES.

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

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five-year terms—</b>		
First year's experience .. .. .	43 0	42 0
Second year's experience .. .. .	50 0	49 0
Third year's experience .. .. .	71 6	70 0
Fourth year's experience .. .. .	114 6	112 0
Fifth year's experience .. .. .	143 0	140 0
<b>Four-year terms—</b>		
First year's experience .. .. .	43 0	42 0
Second year's experience .. .. .	71 6	70 0
Third year's experience .. .. .	114 6	112 0
Fourth year's experience .. .. .	143 0	140 0

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age .. .. .	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 .. .. .	1 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.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Varrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age .. .. .	s. d. 43 0	s. d. 42 0
16 and under 17 years of age .. .. .	53 6	52 6
17 and under 18 years of age .. .. .	60 9	59 6
18 and under 19 years of age .. .. .	68 0	66 6
19 and under 20 years of age .. .. .	75 0	73 6
20 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.

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

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

*(Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.)*

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A" Adult Males—continued.</i>		
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 <i>pro rata</i> for the hours worked by him.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery .. .. .	5 1 0
2	Female embosser .. .. .	5 2 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive) .. .. .	5 5 0
	(b) from nine to fifteen employees (both inclusive) .. .. .	5 16 6
	(c) over fifteen employees .. .. .	6 4 0
4	Females employees not otherwise specified .. .. .	4 9 6

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

FEMALE TO BE PAID MALE RATE.

3. Where a 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—

	Third Column. Weekly Wage.
	£ s. d.
8 First year .. .. .	1 15 3
9 Second year .. .. .	2 7 6
10 Third year .. .. .	3 1 3
11 Fourth year .. .. .	4 3 0
12 Fifth year .. .. .	5 4 0
13 Sixth year .. .. .	7 4 0
14 A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15 Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

		Third Column. Weekly Wage.
1	First year's experience .. .. .	£ s. d. 1 14 0
2	Second year's experience .. .. .	2 1 6
3	Third year's experience .. .. .	2 12 9
4	Fourth year's experience .. .. .	3 3 0
5	Fifth year's experience .. .. .	4 2 6
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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

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