



# VICTORIA GOVERNMENT GAZETTE.

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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. 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.
		£ s. d.
1	First year's experience .. .. .	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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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.

### TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette*, No. 645 of the 21st August, 1950, shall be replaced by the following clauses:—

2.

#### WAGES PER WEEK (ADULTS).

	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.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference) .. .. .	9 3 0	9 0 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions .. .. .	8 17 0	8 14 0
All other 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) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In 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.

(c) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

- 4. (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) Sail, tent and canvas goods maker ;
- (2) Ship's gear 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 hereinbefore specified.

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

If through lack of order 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 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.

- 5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	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.**

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

Age.	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 .. .. .	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 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

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

(d) 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 2, 4, 5 and 6, of the said Determination shall remain in force.

