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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, Henry Norman Jones, Acting 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, 1951.

Dated at Melbourne, this  
2nd day of November, 1951.

H. N. JONES,  
Acting Secretary for Labour.

### BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 690 of the 19th July, 1951, shall be replaced by the following clauses:—

#### APPRENTICES AND IMPROVERS.

2. **MALES\*—Apprentices** (Other than those covered by the Apprenticeship Commission).  
*Wages per Week of 40 Hours.*

#### Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—			
1st six months .. .. .	30	0 9	3 0 6
2nd six months .. .. .	37½	0 9	3 15 6
Second year's experience—			
1st six months .. .. .	45	1 0	4 11 0
2nd six months .. .. .	52½	1 0	5 6 0
Third year's experience—			
1st six months .. .. .	60	1 6	6 1 6
2nd six months .. .. .	70	1 6	7 1 6
Fourth year's experience—			
1st six months .. .. .	77½	2 3	7 17 0
2nd six months .. .. .	85	2 3	8 12 0
Fifth year's experience—			
1st six months .. .. .	95	3 0	9 13 0
2nd six months .. .. .	100 plus 5s.	3 0	10 8 0
Thereafter the adult male minimum wage.			

#### Four Years' Terms.

First year's experience—			
1st six months .. .. .	37½	0 9	3 15 6
2nd six months .. .. .	45	0 9	4 10 6
Second year's experience—			
1st six months .. .. .	60	1 6	6 1 6
2nd six months .. .. .	70	1 6	7 1 6
Third year's experience—			
1st six months .. .. .	77½	2 3	7 17 0
2nd six months .. .. .	85	2 3	8 12 0
Fourth year's experience—			
1st six months .. .. .	95	3 0	9 13 0
2nd six months .. .. .	100 plus 5s.	3 0	10 8 0
Thereafter the adult male minimum wage			

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

2. **MALES\*—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued*.*Three Years' Terms.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months .. .. .	45	1 6	4 11 6
2nd six months .. .. .	60	1 6	6 1 6
Second year's experience—			
1st six months .. .. .	77½	2 3	7 17 0
2nd six months .. .. .	85	2 3	8 12 0
Third year's experience—			
1st six months .. .. .	95	3 0	9 13 0
2nd six months .. .. .	100 plus 5s.	3 0	10 8 0
Thereafter the adult male minimum wage			

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

*Proportion.*

(In any factory or place.)

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

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

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

*FEMALES—Improvers.*

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

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

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months .. .. .	40	0 9	3 0 6
2nd six months .. .. .	47½	1 0	3 12 0
3rd six months .. .. .	55	1 6	4 4 0
4th six months .. .. .	62½	1 9	4 15 6
5th six months .. .. .	70	2 0	5 7 0
6th six months .. .. .	77½	2 3	5 18 6
7th six months .. .. .	87½	2 6	6 13 6
8th six months .. .. .	95	2 9	7 5 0
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months .. .. .	55	1 6	4 4 0
2nd six months .. .. .	62½	1 9	4 15 6
3rd six months .. .. .	70	2 0	5 7 0
4th six months .. .. .	77½	2 3	5 18 6
5th six months .. .. .	87½	2 6	6 13 6
6th six months .. .. .	95	2 9	7 5 0
And thereafter not less than the minimum wage for adult females			

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

*Proportion.*

(In any factory or place.)

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

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

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

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

† Junior females may be employed on the operations set out in paragraph\* (c), (d), and (e) of Clause 5 at the above rates.

## Other Employees.

4. (a)

## MALES.

		Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers .. .. .		12 16 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits) .. .. .		12 4 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand .. .. .		11 17 0
By machine .. .. .		11 17 0
All others .. .. .		11 12 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand .. .. .		12 4 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting .. .. .		11 17 0
All others .. .. .		11 12 0
Making—		
Making right through by hand including slip lasted and prewelted .. .. .		
Pulling over hand or machine .. .. .		
Lasting hand or machine .. .. .		
Sewing or stitching .. .. .		
Sole laying .. .. .		
Operating sewerer .. .. .		
Operating rounding machine .. .. .		
Pegging, hand or machine .. .. .		
Pulling up sides, seats or backs, hand or machine .. .. .		
Heeling, hand or machine .. .. .		
Operating upper roughing machine .. .. .		12 4 0
Operating cement press .. .. .		
First and second lasting of pumps .. .. .		
Pounding .. .. .		
Lizary, Monash, lacing or plaiting of basket shoes .. .. .		
Blocking, steaming and drying (slippers) .. .. .		
Ironing on last .. .. .		
Inseam trimming .. .. .		
Operating stitch spearator .. .. .		
Hungarian nailing by hand or machine and Cutlan nailing .. .. .		
Slugging .. .. .		
Rivetting, hand or machine .. .. .		
Drilling for temporary screw .. .. .		
Operating loose nailer .. .. .		
Feathering including welt waists .. .. .		
Levelling, hand or machine .. .. .		
Turning (slippers) .. .. .		
Laying linings and shanking .. .. .		11 12 0
Pulling on—all classes .. .. .		
Opening and closing channels .. .. .		
Operating buzzer .. .. .		
Tingling or trimming, hand or machine .. .. .		
Putting on heel and toe plates .. .. .		
Sorting lasts .. .. .		
Putting in filling, shanks, stiffeners and toes .. .. .		
Slipping off .. .. .		11 8 0
Pulling out tacks and nails .. .. .		
Solutioning and cementing, hand or machine .. .. .		
Putting on studs or bars .. .. .		
All others .. .. .		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer .. .. .		12 4 0
Operating Naumkeag and/or sandpapering machine and heel breasting .. .. .		11 17 0
All others .. .. .		11 12 0
Slipping-off .. .. .		11 8 0
Upper Closing—		
All employees .. .. .		11 12 0
Cleaning—		
All employees .. .. .		11 8 0

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

## FEMALES.

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

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

(c)

		Wages Per Week of 40 Hours.
		£ s. d.
Females with less than twelve months' experience	.. .. .	7 13 0
Females with twelve months' experience or more	.. .. .	8 8 0

(d) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

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