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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

12th day of November, 1951.

H. N. JONES,

Acting Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1005 of the 4th October, 1951, shall be replaced by the following clauses:—

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (a)	Wages* (see Footnote).	£ s. d.
First year		4 8 0
Second year		4 13 0

HOSPITAL AIDS IN TRAINING.

(b)	Wages* (see Footnote).	£ s. d.
First year of training		4 6 3
First year of service after obtaining certificate		5 18 0
Second year of service after obtaining certificate		6 6 6
And thereafter the adult female rate.		

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).
Employed at Clerical Work.

	Males.	Females.
	s. d.	s. d.
Under 16 years of age	95 9	87 0
16 years of age	102 3	93 6
17 " "	109 3	100 6
18 " "	132 0	107 3
19 " "	150 0	116 9
20 " "	172 0	127 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 37s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver, 31s. 9d. per week less than the rate fixed.

All Other Classes of Work.

Males.	s. d.	Females.		
		Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooroopna Riding of Shire of Rodney.	Employed in any other part of Victoria.	
Under 16 years of age	108 9	†First year's experience ..	109 6	108 0
16 years of age	115 3	Second year's experience ..	118 0	116 6
17 " "	123 9	Third year's experience ..	126 6	125 0
18 " "	133 6	And thereafter the adult female rate.		
19 " "	143 0	† Provided that no person who was engaged in the trade prior to the 29th March, 1948, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.		
20 " "	158 6			

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder:—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at the said school in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be:—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be:—

	Per Week.* (See Footnote)
	s. d.
First year	4 19 6
Second year	5 15 9
Third year	6 19 3
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 216s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 216s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three adult kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 162s. 3d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.
OTHER EMPLOYEES.

4. (a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong; Mildura, or Warrnambool; the Towns of Hamilton, Horsham, Sale, or Warragul; the Borough of Wangaratta; the Mooroopna Riding of Shire of Rodney; or the Shire of Bairnsdale.

Males.		Females.	
WAGES.* (See footnote.)	Per Week s. d.	WAGES.* (See footnote.)	Per Week s. d.
Clerks	232 6	Clerks	171 9
Cook; where there is only one employed ..	243 6	Cook; where there is only one employed ..	176 9
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	243 6	One to three kitchen employees	176 9
Four to seven kitchen employees	250 6	Four to seven kitchen employees	184 3
Eight or more kitchen employees	260 6	Eight or more kitchen employees	194 3
Cooks—Second	240 6	Second cooks	174 3
Other cooks	237 6	Other cooks	171 9
Person in charge of instrument room and/or sharpening and adjusting instruments ..	258 0	Housekeeper or Supervisor (however styled) ..	197 9
Assistant to person in charge of instrument room ..	229 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed ..	260 0	One to three persons	174 3
		Four or more persons	179 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 37s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver 31s. 9d. per week less than the rate fixed.

Males—continued.

WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.
Deputy chief dresser, where five or more dressers are employed	255 6
Dressers doing venereal diseases work	251 0
Other dressers and/or steriliser room attendant	228 6
Chief theatre attendant	254 0
Foreman in charge of—	
One to nine employees	246 6
Ten to nineteen employees	264 0
Twenty or more employees	284 0
Assistant foreman	234 0
Gardener in charge of one or more garden employees	234 0
Gardeners	226 0
Gardener's Labourer	221 0
Incinerator attendants	226 0
Kitchenmen or scullerymen	226 0
Laboratory assistants	229 6
Laundry Washing machine hands	229 0
Laundrymen other	224 0
Mortuary-men employed solely on post-mortem work	259 0
Other mortuary-men	224 0
And 10s. extra for each post-mortem.	
Motor ambulance drivers or assistants	238 6
Motor driver of vehicles 30 cwt. or more	238 6
Other motor driver	228 6
Operating theatre attendants	234 0
Casualty porters engaged on preparations and theatre work	229 0
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae	229 0
Other dispensary porters	224 0
Relieving porters	223 6
X-ray porters	221 0
Night porters who in the course of their duties patrol the hospital	224 6
Other night porters	221 0
Recording attendants	232 6
Splint makers	234 0
Splint makers' assistants	224 0
Storemen in charge of one or more storemen or where there is only one employed	241 0
Other storemen	226 0
Telephone attendants	224 0
Ward cleaners handling sputum mugs	234 0
Other ward cleaners	221 0
X-ray attendants	229 0
X-ray technicians—	
1st year's experience as such	251 6
2nd year's experience as such	266 6
Thereafter	276 6
First-aid attendant employed in connexion with an industrial or commercial undertaking	224 0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	226 0
All others	216 0

Females—continued.

WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.
Second laundresses	169 3
Laundresses where only one employed	169 3
Laundress employed on pressing machines or as iron hands	169 3
Other laundresses	162 3
Sorters	169 3
Washing machine hands	177 3
Storekeeper in charge of one or more store hands or where there is only one employed	171 9
Storekeeper's assistants	162 3
Stenographers and/or typistes	171 9
Telephonists	179 3
Waitresses	162 3
Wardmaids	162 3
X-ray technicians—	
1st year's experience as such	191 0
2nd year's experience as such	196 0
Thereafter	201 9
Laboratory assistants	177 3
Certificated hospital aids:—	
In charge of a ward	179 3
All others	174 3
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
(i) In charge of a ward	174 3
(ii) Other than in charge of a ward	167 3
Seamstresses who cut out and fit garments, in charge of—	
One to three employees	181 3
Four to seven employees	186 3
Eight or more employees	192 3
Other Seamstresses who cut out and fit garments	176 3
All other seamstresses	164 3
All others	162 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 37s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver 31s. 0d. per week less than the rate fixed.

(b) Employed in any other part of Victoria.

Males.

WAGES.* (See footnote.)	Per Week s. d.
Cook; where there is only one employed	243 6
Cooks in charge of—	
One to three kitchen employees	243 6
Four to seven kitchen employees	250 6
Eight or more kitchen employees	260 6
Cooks—Second	240 6
Other Cooks	237 6
Motor ambulance drivers or assistants	238 6
Motor driver of vehicles 30 cwt. or more	238 6
Other motor driver	228 6
Laundry Washing machine hands	229 0
Laundrymen other	224 0
Gardener in charge of one or more garden employees	234 0
Gardeners	226 0
Gardener's Labourer	221 0
First-aid attendant employed in connexion with an industrial or commercial undertaking	224 0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	226 0
All others	216 0

Females.

WAGES.* (See footnote.)	Per Week s. d.
Clerks	167 3
Cooks—	
First—or where there is only one employed	176 9
Second	171 9
Head laundress; or where there is only one employed	169 3
Laundress employed on pressing machines or as iron hands	169 3
Other laundresses	164 3
Stenographers and/or typistes	172 3
Telephonists	167 3
Certificated hospital aids:—	
In charge of a ward	179 3
All others	174 3
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
(i) In charge of a ward	174 3
(ii) Other than in charge of a ward	167 3
All others	162 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 37s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver 31s. 0d. per week less than the rate fixed.

(c) Additional payments for all employees in clause 4 (a) and (b) (except x-ray technicians):—

Males.

- During the second year's service 5s. more than the prescribed rate.
- During the third year's service 7s. 6d. more than the prescribed rate
- During the fourth year's service 10s. more than the prescribed rate.
- During the fifth year's service 12s. 6d. more than the prescribed rate.
- During the sixth year's service 15s. more than the prescribed rate.

During the seventh year's service 17s. 6d. more than the prescribed rate.
During the eighth year's service 20s. more than the prescribed rate.
During the ninth year's service 22s. 6d. more than the prescribed rate.
and thereafter 25s. more than the prescribed rate.

Females.

During the second year's service 2s. 6d. more than the prescribed rate.
During the third year's service 5s. more than the prescribed rate.
During the fourth year's service 7s. 6d. more than the prescribed rate.
During the fifth year's service 10s. more than the prescribed rate.
During the sixth year's service 12s. 6d. more than the prescribed rate.
and thereafter 15s. more than the prescribed rate.

(d) Females in charge of other employees in any section or department (other than those classified as such in clause 4 (a) and (b) hereof shall be paid as follows:—

In charge of 1 to 3 employees—7s. per week above the "All others".
In charge of 4 to 7 employees—12s. per week above the "All others".
In charge of 8 or more employees—18s. per week above the "All others".

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