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GOVERNMENT GAZETTE.

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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 February, 1951.

Dated at Melbourne, this
27th day of February, 1951.

RAY H. BEERS,
Secretary for Labour.

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 30th November, 1950, and in force as from the beginning of the first pay period to commence in December, 1950, 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 Less 5s.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	22½	..	0 9	1 17 6
2nd six months	..	..	0 9	2 4 0
Second year's experience—				
1st six months	30	1 0	1 0	2 11 0
2nd six months	..	1 0	1 0	3 3 6
Third year's experience—				
1st six months	45	1 6	1 6	3 17 0
2nd six months	..	1 6	1 6	5 1 6
Fourth year's experience—				
1st six months	75	2 0	2 3	6 7 0
2nd six months	..	2 0	2 3	7 3 6
Fifth year's experience—				
1st six months	95	2 0	3 0	8 1 0
2nd six months	..	2 0	3 0	8 5 0
Thereafter the adult male minimum wage.				

Four Years' Terms.

First year's experience—				
1st six months	26	..	0 9	2 3 6
2nd six months	..	..	0 9	2 19 0
Second year's experience—				
1st six months	45	1 6	1 6	3 17 0
2nd six months	..	1 6	1 6	5 1 6
Third year's experience—				
1st six months	75	2 0	2 3	6 7 0
2nd six months	..	2 0	2 3	7 3 6
Fourth year's experience—				
1st six months	95	2 0	3 0	8 1 0
2nd six months	..	2 0	3 0	8 5 0
Thereafter the adult male minimum wage				

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

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2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission)—*continued.*

Three Years' Terms.

Experience.	Percentage of Basic Wage Less 5s.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	45	1 6	1 6	3 17 0
2nd six months	..	1 6	1 6	5 1 6
Second year's experience—				
1st six months	75	2 0	2 3	6 7 0
2nd six months	..	2 0	2 3	7 3 6
Third year's experience—				
1st six months	95	2 0	3 0	8 1 0
2nd six months	..	2 0	3 0	8 5 0
Thereafter the adult male minimum wage				

Experience for the purpose 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.	Wages Per Week.
	£ s. d.
Under 17 years of age—	
1st six months	2 7 6
2nd six months	2 13 0
3rd six months	3 0 0
4th six months	3 8 6
5th six months	3 17 0
6th six months	4 8 6
7th six months	5 0 0
8th six months	5 12 6
And thereafter not less than the minimum wage for adult females	
17 years of age and over—	
1st six months	3 0 0
2nd six months	3 8 6
3rd six months	3 17 0
4th six months	4 8 6
5th six months	5 0 0
6th six months	5 12 6
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.

* 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 paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piecework 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.

Other Employees.

4. (*a*) MALES.

—	Wages Per Week of 40 Hours. s. d.
Pattern Cutting—	
Pattern Cutters or Designers	210 0
Clicking—	
Clicking outsides (other than felt, fabric, sheep's roans or splits)	202 0
Clicking felt, linings, fabrics, sheep's roans, splits—	
By hand	197 0
By machine	193 0
All others	193 0
Stuff cutting—	
Cutting leather outsoles, insoles or half soles	202 0
Ranging by hand	202 0
All others	193 0
Making—	
All operatives except those for whom the rates hereinafter appearing are prescribed	202 0
Operator of bottom levelling machine	193 0
Operator of buzzer machine	193 0
Operator of loose nailing machine	193 0
Bevelling by hand	193 0
Heeling by hand	193 0
Opening channels	193 0
Closing channels	193 0
Feathering	193 0
Turning pumps	193 0
Laying linings and shanking	193 0
Pulling up backs	193 0
Pulling on	193 0
Tingling and trimming (hand or machine)	193 0
Putting on heels and toe plates	193 0
Attaching wood heels by hand	193 0
Putting in stiffeners or toes	189 0
Putting in bottom fillings and shanks	189 0
Slipping off after first month's experience	189 0
Slipping off for first month of experience	183 0
Pulling out tacks	189 0
Stamping and sorting soles	189 0
Solutioning or cementing by hand or machine	189 0
Putting studs or bars on football boots	189 0
Finishing—	
Finishing right through by hand	202 0
Operating heel trimmer	202 0
Operating edge trimmer	202 0
Operating edge setter	202 0
Operating heel scourer	202 0
Operating Naumkeag machine and/or sandpapering machine	196 0
Slipping off after first month's experience	189 0
Slipping off for first month of experience	183 0
All others	193 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.

—	Wages Per Week. s. d.
(*c*) Females with (i) four years' experience employed on any form of sewing machine	140 0
(ii) any other machine	140 0
(iii) any other work set out in clause (6) hereof	140 0
(*d*) Females with four years' experience not otherwise provided for	140 0

(*e*) 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.

(*f*) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 129s. 6d. per week and thereafter the rate prescribed for their occupation.

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

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