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FRIDAY, AUGUST 17.

[1951

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 August, 1951.

Dated at Melbourne, this
14th day of August, 1951.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination made on the 19th April, 1951, and in force as from the beginning of the first pay period to commence in May, 1951, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Adults,	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	10 14 0	11 0 6	10 11 0
Assembler (assistant)	10 9 0	10 15 6	10 6 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	10 14 0	11 0 6	10 11 0
Belt repairer	10 12 0	10 18 6	10 9 0
Blacksmith's striker	10 12 0	10 18 6	10 9 0
Blacksmith's striker on double fires and other assistant	10 14 0	11 0 6	10 11 0
Block and tackle hand	10 14 0	11 0 6	10 11 0
Boiler (inside) chipper and cleaner	10 18 0	11 4 6	10 15 0
Cold saw operator	10 14 0	11 0 6	10 11 0
Die caster	10 17 0	11 3 6	10 14 0
Dogman	10 14 0	11 0 6	10 11 0
*Dresser and grinder using portable machine	10 16	2 6	10 13 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Ironworking and General—continued.</i>			
*Dresser, shot blast and sand blast— (a) who operates from outside a properly enclosed cabin	10 12 0	10 18 6	10 9 0
(b) other	11 2 0	11 8 6	10 19 0
*Dresser and grinder (other)	10 14 0	11 0 6	10 11 0
*Emery wheel attendant	10 14 0	11 0 6	10 11 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	10 12 0	10 18 6	10 9 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	10 16 0	11 2 6	10 13 0
Forger's assistant	10 14 0	11 0 6	10 11 0
Friction saw operator	10 12 0	10 18 6	10 9 0
Furnaceman—forge	11 16 6	12 3 0	11 13 6
Furnaceman's assistant—forge	10 14 0	11 0 6	10 11 0
*Furnaceman—electric	11 3 0	11 9 6	11 0 0
*Furnaceman—other (excepting cupola furnaceman)	10 18 0	11 4 6	10 15 0
*Furnaceman's assistant	10 12 0	10 18 6	10 9 0
*Grinding machine or emery wheel operator	10 14 0	11 0 6	10 11 0
Hammer driver	10 14 0	11 0 6	10 11 0
Lagger	10 12 0	10 18 6	10 9 0
Machinist—3rd class (as defined)	10 17 0	11 3 6	10 14 0
Overhead oiler	10 12 0	10 18 6	10 9 0
Painter of ironwork, using spray	10 18 0	10 19 6	10 10 0
Painter of ironwork (other than ship painter) using brush	10 12 0	10 18 6	10 9 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	10 14 0	11 0 6	10 11 0
On bending and cutting machines (assistant)	10 11 0	10 17 6	10 8 0
On steel fabric machines	10 14 0	11 0 6	10 11 0
On steel fabric machines (assistant)	10 9 0	10 15 6	10 6 0
Person working with hammer 14 lb. weight or over—			
On repair work	11 2 3	11 8 9	10 19 3
On other work	10 14 3	11 0 9	10 11 3
Pickler	10 12 0	10 18 6	10 9 0
Piler	10 14 0	11 0 6	10 11 0
Process worker	10 11 0	10 17 6	10 8 0
Rigger and/or splicer	10 18 0	11 4 6	10 15 0
Tar dipper	10 12 0	10 18 6	10 9 0
Other employees with not less than three months' experience in the metal trades industry	9 18 0	10 4 6	9 15 0
Employee not elsewhere classified	9 12 0	9 18 6	9 9 0
<i>(b) Manufacturing or preparing lead and shot—</i>			
Pipe trap machine operator	11 7 0	11 13 6	11 4 0
Roller	11 0 0	11 6 6	10 17 0
Extrusion press operator	10 19 0	11 5 6	10 16 0
Melter of lead alloys	10 12 0	10 18 6	10 9 0
Lead wool machinist	10 11 0	10 17 6	10 8 0
Molten metal feeder and/or mixer for shot	10 11 0	10 17 6	10 8 0
Roller's assistant	10 12 0	10 18 6	10 9 0
Pipe trap machine operator's assistant	10 12 0	10 18 6	10 9 0
Extrusion press operator's assistant	10 11 0	10 17 6	10 8 0
Other employees with not less than three months' experience in the metal trades industry	9 18 0	10 4 6	9 15 0
All others	9 12 0	9 18 6	9 9 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week (i.e., a further loading of 3s. and an additional margin of 2s.).

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under one month's experience	75	7 1 6	7 6 6	6 19 6
All others	75	..	16 0	7 17 6	8 2 6	7 15 6
<i>II.—Junior Females.</i>						
17 years of age and under	52	..	3 6	3 17 0	3 19 6	3 16 0
18 years of age	62	..	4 0	4 11 6	4 15 0	4 10 6
19 years of age	72	..	4 6	5 6 6	5 10 0	5 5 0
20 years of age	82	..	5 0	6 1 0	6 5 0	5 19 6
<i>III.—Junior Males.</i>						
Under 16 years of age	24	..	2 0	2 7 6	2 9 0	2 6 6
16 years of age	34	..	3 0	3 7 6	3 9 6	3 6 0
17 years of age	46	..	4 0	4 11 0	4 14 0	4 9 6
18 years of age	58	..	5 0	5 14 6	5 18 6	5 13 0
19 years of age	73	..	6 0	7 4 0	7 8 6	7 2 0
20 years of age	88	..	7 0	8 13 6	8 19 0	8 10 6
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	24	1 0	2 0	2 8 6	2 10 0	2 7 6
16 years of age	32	1 9	2 6	3 4 6	3 7 0	3 4 0
17 years of age	58	3 0	5 0	5 17 6	6 1 6	5 16 0
18 years of age	73	4 0	6 0	7 8 0	7 12 6	7 6 0
19 years of age and over	88	4 6	7 0	8 18 0	9 3 6	8 15 0

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladders.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
 - on oil or gas burners or fires used for heating of small articles; or
 - using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
 - as furnaceman or assistant to furnaceman; or
 - as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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

Financial Performance

The Company's financial performance for the year ended December 31, 1998 is summarized in the following table:

Item	1998	1997
Revenue	\$1,234,567	\$1,123,456
Operating Expenses	(876,543)	(765,432)
Operating Income	\$358,024	\$358,024

The increase in revenue for 1998 compared to 1997 is primarily due to the successful launch of our new product line and the expansion of our sales channels. Operating expenses also increased, reflecting the higher costs associated with the new product line and the expansion of our sales channels.

The operating income for 1998 is consistent with the operating income for 1997, indicating that the increase in revenue was offset by the increase in operating expenses. This suggests that the Company's operations are becoming more efficient and that the new product line is contributing to the overall profitability of the Company.

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