



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 905]

MONDAY, AUGUST 27.

[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
22nd day of August, 1951.

RAY. H. BEERS,
Secretary for Labour.

KNITTING TRADE BOARD.

Clauses 2 and 3 of the Determination made on the 4th May, 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:—

JUNIORS.

2. (a)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hour
Under 16 years of age	37	3 10 6	Under 16 years of age	49	3 10 0
16 years of age	43	4 1 6	At 16 years of age	54	3 17 0
16½ years of age	47	4 9 6	At 16½ years of age	60	4 5 6
17 years of age	51	4 17 0	At 17 years of age	66	4 14 0
17½ years of age	56	5 6 6	At 17½ years of age	73	5 4 0
18 years of age	67	6 7 6	At 18 years of age	78	5 11 0
18½ years of age	74	7 0 6	At 18½ years of age	84	5 19 6
19 years of age	80	7 12 0	At 19 years of age	89	6 7 0
19½ years of age	90	8 11 0	At 19½ years of age	96	6 17 0
20 years of age	95	9 0 6	At 20 years of age	100	7 2 6
20½ years of age	100	9 10 0			

(b) The total wage shall be calculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded.

(c) Changes in rates shall be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(d) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

Proportion of Juniors.

(e) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (a)

ADULT MALES.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Full-fashioned Hosiery.</i>		
Assistant foreman		12 5 0
Mechanic on full-fashioned machines		12 0 0
Plier		11 11 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—		
1st year's experience		11 11 0
Thereafter		12 0 0
Welt turner and/or assistant operator on full-fashioned machines		11 0 0
Topper		10 13 0
<i>Circular Hosiery and Half-hose.</i>		
Assistant foreman		11 15 0
Leading hand		11 3 0
Mechanic		11 11 0
Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter)		10 19 0
<i>Underwear and Outerwear.</i>		
Assistant foreman		11 15 0
Leading hand		11 3 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines)		11 11 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines)		10 19 0
Electric machine cutter		11 5 0
Hand cutter		11 1 0
Lay-up		10 13 0
Hand knitter on flat machines		11 0 0
Warper and/or creeler		10 19 0
<i>All Sections.</i>		
<i>Throwing and Winding—</i>		
Assistant foreman		11 15 0
Leading hand		11 3 0
Mechanic		11 11 0
Yarn conditioning and/or yarn testing		10 13 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler		10 17 0
<i>Dye-house Bleach House and Scouring—</i>		
Assistant foreman		11 15 0
Leading hand		11 3 0
Man responsible for weighing dye-stuffs		11 0 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant		10 17 0
Man employed on unshrinkable process		10 17 0
<i>Press Room—</i>		
Assistant foreman		11 15 0
Leading hand		11 3 0
Board and/or press hands (including pre-boarding)		10 19 0
<i>Finishing—</i>		
Assistant foreman		11 15 0
Leading hand		11 3 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine)		10 17 0
<i>General—</i>		
Sulphur house hand (for time engaged on sulphur house work)		11 2 0
Recorder		10 13 0
Yarn supplier and/or storeman		10 13 0
Storeman and/or packer		10 13 0
Trucker and/or wheeler		10 13 0
Warehouseman		10 13 0
Oiler and/or cleaner		10 13 0
All other adult males in any section not elsewhere specified		9 13 0

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

ADULT FEMALES.

3. (b)

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Full-fashioned Hosiery.</i>			
Assistant forewoman	9 0 0	9 0 0	9 0 0
Linker	7 5 0	7 11 0	8 0 0
Seamer	7 5 0	7 11 0	8 0 0
Clocker	7 5 0	7 11 0	8 0 0
Mender	7 5 0	7 11 0	8 0 0
Invisible mender	7 5 0	7 11 0	8 0 0
Topper	7 5 0	7 11 0	8 0 0
<i>Circular Hosiery and Half-hose.</i>			
Assistant forewoman	9 0 0	9 0 0	9 0 0
Linker	7 5 0	7 11 0	8 0 0
Seamer	7 5 0	7 11 0	8 0 0
Welter and/or overlocker	7 5 0	7 11 0	8 0 0
Mender	7 5 0	7 11 0	7 17 0
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter))	7 5 0	7 11 0	7 17 0
Clocker	7 5 0	7 11 0	8 0 0
Trimmer	7 5 0	7 11 0	7 17 0
<i>Underwear and Outerwear.</i>			
Assistant forewoman	9 0 0	9 0 0	9 0 0
Electric machine cutter	7 5 0	8 3 0	8 18 0
Hand cutter	7 5 0	8 0 0	8 15 0
Layer-up	7 5 0	7 11 0	7 17 0
Trimmer	7 5 0	7 11 0	7 17 0
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines)	7 5 0	7 11 0	7 17 0
Hand knitter on flat machines	7 5 0	7 11 0	8 0 0
Warper and/or creeler	7 5 0	7 11 0	8 0 0
Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell)	7 5 0	7 11 0	8 0 0
Mender	7 5 0	7 11 0	7 17 0
Hand embroiderer	7 5 0	7 11 0	8 0 0
<i>All Sections.</i>			
Throwing and Winding—			
Assistant forewoman	9 0 0	9 0 0	9 0 0
Yarn conditioning and/or yarn testing	7 5 0	7 11 0	7 17 0
Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler	7 5 0	7 11 0	7 17 0
Press Room—			
Assistant forewoman	9 0 0	9 0 0	9 0 0
Board and/or press hand (including pre-boarding)	7 5 0	7 11 0	8 0 0
Presser and/or ironer	7 11 0	7 17 0	8 0 0
Operator of steam press (namely, female employed on a steam-pressing machine)	7 13 0	8 3 0	8 13 0
Finishing—			
Assistant forewoman	9 0 0	9 0 0	9 0 0
Examiner	7 5 0	7 11 0	7 17 0
Folder	7 5 0	7 11 0	7 17 0
Grader	7 5 0	7 11 0	7 17 0
Paired	7 5 0	7 11 0	7 17 0
Sorter	7 5 0	7 11 0	7 17 0
Parceller	7 5 0	7 11 0	7 17 0
Boxer	7 5 0	7 11 0	7 17 0
Finisher	7 5 0	7 11 0	7 17 0
General—			
Recorder	7 5 0	7 11 0	7 17 0
Warehousewoman	7 5 0	7 11 0	7 17 0
All other adult females in any section not elsewhere specified	7 5 0	7 5 0	7 5 0

The wages of adult females include a loading of 2s. 6d.

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

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

2. The second part of the document focuses on the implementation of robust risk management strategies. It outlines various risk assessment techniques and provides guidance on how to identify, measure, and mitigate potential risks. The text stresses the need for a proactive approach to risk management to protect the organization's assets and reputation.

3. The third part of the document addresses the importance of effective communication and reporting. It discusses the need for clear and concise communication channels and the role of regular reporting in keeping stakeholders informed. This section also touches upon the importance of maintaining accurate financial statements and providing timely updates to management and investors.

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