



VICTORIA GOVERNMENT GAZETTE.

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No. 172]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1232 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.	
	s.	d.
Stamper who puts in die and makes force	256	6
Repairer	256	6
Maker-up	256	6
Spinner, 1st class	250	0
Spinner (other)	235	0
Die setter	235	0
Drop hammer stamper (other than one who puts in die and makes force)	233	0
Press operator (heavy)	233	0
Press operator (light)	231	0
Pickler	232	0
Hand blanker	231	0
Other employees with not less than three months' experience in the metal trades industry	218	0
All others	212	0

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.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indentures.

(d) Subject to the approval of the Secretary for Labour but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(e) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for "all others".

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(g) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(a) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	War Loading	Total Wage Payable.
	Per Week.	Per Week.	
Four and five-year terms—		<i>s. d.</i>	<i>£ s. d.</i>
1st year	28	0 9	2 19 6
2nd year	39	1 0	4 2 6
3rd year	52	1 6	5 10 0
4th year	82	2 3	8 13 6
5th year	100 + 3s.	3 0	10 15 0
Four-year terms—Apprentice commencing after the age of 17 years—			
1st year	32	0 9	3 7 6
2nd year	52	1 6	5 10 0
3rd year	82	2 3	8 13 6
4th year	100 + 3s.	3 0	10 15 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(j) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

(l) An apprentice shall not work under any system of payment by results.

Lost Time.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(o) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	
		s. d.	£ s. d.
<i>I.—Adult Females.</i>			
Under one month's experience	75	..	7 16 6
All others	75	16 0	8 12 6
<i>II.—Junior Females.</i>			
17 years of age and under	52	3 6	4 5 0
18 years of age	62	4 0	5 1 0
19 years of age	72	4 6	5 17 0
20 years of age	82	5 0	6 13 6
<i>III.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 12 0
16 years of age	34	3 0	3 14 0
17 years of age	46	4 0	5 0 0
18 years of age	58	5 0	6 6 0
19 years of age	73	6 0	7 18 6
20 years of age	88	7 0	9 11 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 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(b) 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 basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee:

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

Prohibited Occupations.

(c) 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—
die setting on power presses.

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





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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 6 of the 7th January, 1952, shall be replaced by the following clauses:—

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.							Number (in any place).	
Making cigars or sorting and packing cigars:—							APPRENTICES.	
APPRENTICES.							One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Experience—							One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.	
1st year—							(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
1st six months s. d. *Percentage.							IMPROVERS.	
2nd six months 33 0 .. 14							One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
2nd year 38 4 .. 16½							One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.	
3rd year 54 10 .. 23½								
4th year 82 0 .. 34½								
or in lieu of weekly wages the work may be paid at the following piece-work prices:—								
Making Cigars.								
2nd year .. One-third of the piece-work prices. } See also								
3rd year .. Two-thirds of the piece-work prices. } clause 13,								
4th year .. Three-quarters of the piece-work prices. } sub-clause (m)								
Sorting and Packing Cigars.								
In Boxes of—								
	600 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.		
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year ..	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	} Plus 3 per centum. See also clause 13, sub-clause (m).	
2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9		
3rd year ..	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6		
4th year ..	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2		
IMPROVERS.								
18 years s. d. *Percentage.								
19 years 82 0 .. 34½								
20 years 114 6 .. 48½								
20 years 142 2 .. 60½								

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) *Males.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	38 4	16½	38 4	16½	43 8	18½	43 8	18½
Turning bunches	38 4	16½	38 4	16½	43 8	18½	43 8	18½
Stripping fillers	38 4	16½	38 4	16½	43 8	18½	49 0	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	65 6	27½	70 10	30	97 4	41½	125 8	53½
Turning bunches	65 6	27½	70 10	30	97 4	41½	125 8	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 236s. per week of 40 hours ..	48 5	20½	53 8	22½	65 6	27½	82 7	35	103 3	43½	134 6	57	170 6	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	40 8	26	47 4	30½	54 5	34½	61 0	39
Stripping and booking cigar bunch wrapper leaf	88 0	56½	88 0	56½	88 0	56½	88 0	56½
Ringin' cigars	40 8	26	47 4	30½	54 5	34½	61 0	39
Stripping fillers	40 8	26	47 4	30½	54 5	34½	61 0	39
Packing cigars, viz. :—								
Havanette	40 8	26	47 4	30½	54 5	34½	61 0	39
Royal Bengals	40 8	26	47 4	30½	54 5	34½	61 0	39
Bonanzas	40 8	26	47 4	30½	54 5	34½	61 0	39
Gem of East Cigarillos	40 8	26	47 4	30½	54 5	34½	61 0	39
Swiss	40 8	26	47 4	30½	54 5	34½	61 0	39
Cartons or parcels	40 8	26	47 4	30½	54 5	34½	61 0	39
Machine work, viz. :—								
Making bunches	40 8	26	47 4	30½	54 5	34½	61 0	39
Covering cigars	40 8	26	47 4	30½	54 5	34½	61 0	39
Swiss	40 8	26	47 4	30½	54 5	34½	61 0	39
Lucky Hit	40 8	26	47 4	30½	54 5	34½	61 0	39
Havanettes	40 8	26	47 4	30½	54 5	34½	61 0	39
Senoritas	40 8	26	47 4	30½	54 5	34½	61 0	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
s. d.	%	s. d.	%			
Trimming cigar boxes	67 8	43½	81 5	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	115 0	73½	122 1	78	Minimum wage	Minimum wage
Ringing cigars		Piece-work prices		Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers		"		"	"	"
Packing cigars, viz. :—		"		"	"	"
Havanette		"		"	"	"
Royal Bengals		"		"	"	"
Bonanzas		"		"	"	"
Gem of East Cigarillos		"		"	"	"
Swiss		"		"	"	"
Cartons or parcels		"		"	"	"
Machine work, viz. :—		"		"	"	"
Making bunches		"		"	"	"
Covering cigars		"		"	"	"
Swiss		"		"	"	"
Lucky Hit		"		"	"	"
Havanettes		"		"	"	"
Senoritas		"		"	"	"
		Making throughout		"	"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed for adults does not exceed 156s. 6d. per week of 40 hours ..	51 3	32½	64 2	41	77 1	49½	86 1	55	98 7	63	113 1	72½	128 4	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

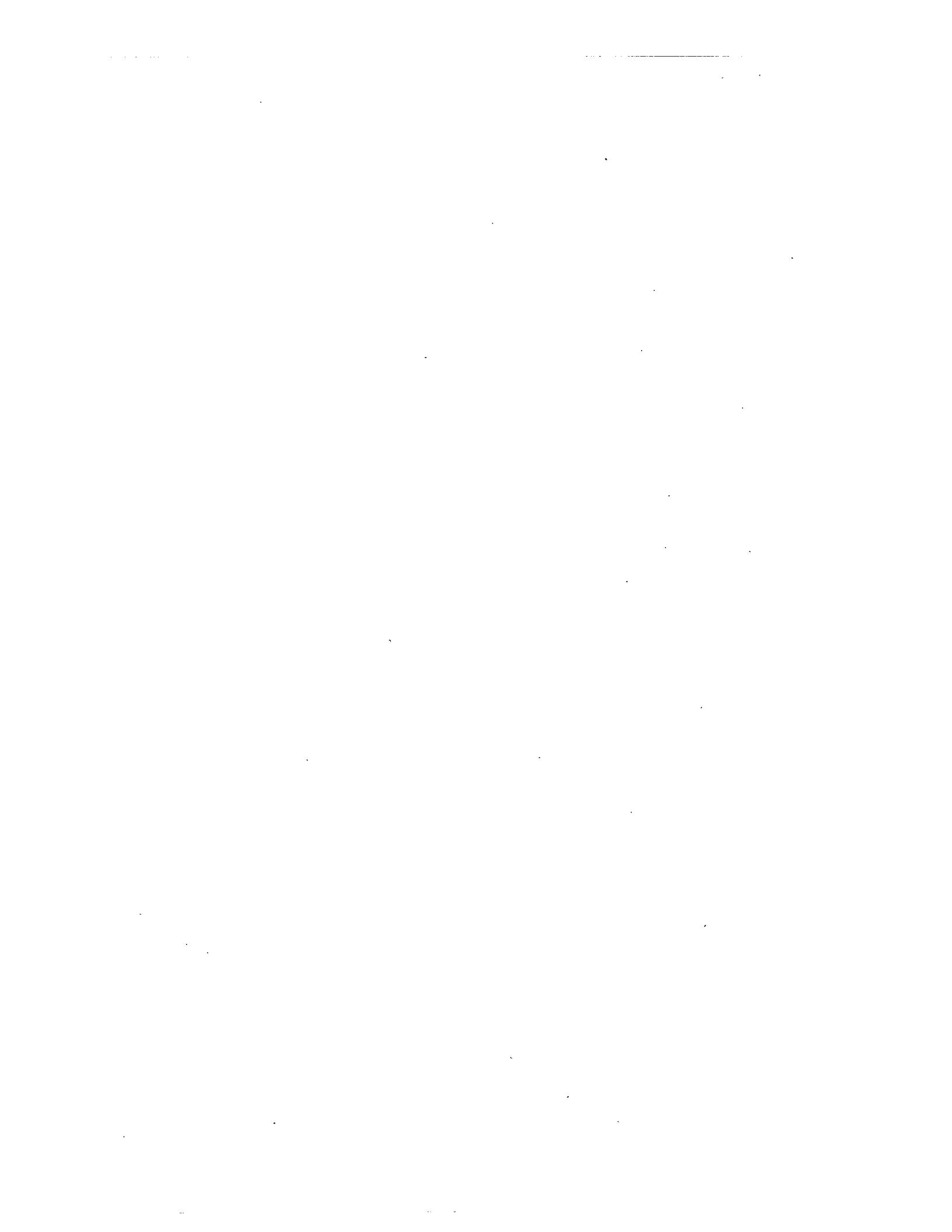
OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	12 0 5
Strippers and bookers of cigar covering leaf (females)	8 14 6
Strippers and bookers of cigar bunch wrapper leaf (females)	8 4 0
Cigar box makers (males)	12 3 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	8 0 0
Stripping fillers (males)	11 16 0
All others (males)	11 16 0
(females) 75 per cent. of the Basic Wage	7 16 6

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 13 the following shall be substituted:—

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.	Males.		Females.	
	s. d.	per week	s. d.	per week
Adults	117 0	per week	82 2	per week
14 years of age	24 2	" "	26 8	" "
15 " " " "	26 6	" "	33 3	" "
16 " " " "	32 5	" "	40 2	" "
17 " " " "	40 11	" "	44 9	" "
18 " " " "	51 1	" "	51 1	" "
19 " " " "	66 8	" "	58 9	" "
20 " " " "	84 7	" "	66 8	" "



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No. 174]

THURSDAY, FEBRUARY 28.

[1952

Teaching Service Act 1946.

ELECTION OF A MEMBER AND A DEPUTY MEMBER
OF THE TEACHERS TRIBUNAL.

PURSUANT to the Teachers Tribunal Elections Regulations, I hereby give notice that for the purpose of the election of a member to represent the Teaching Service on the Teachers Tribunal for the term of office of three years commencing on the 19th August, 1952, and also the election of a deputy of such member, the following dates are fixed, namely:—

Nomination Day—Friday, the 14th March, 1952.

Polling Day—Wednesday, the 23rd April, 1952.

And I further give notice that Frank Ernest Cahill has been appointed as the Returning Officer to conduct the said elections, and that he will receive nominations at his office, in the Old Treasury Building, Spring-street, Melbourne, C.I., not later than Twelve o'clock noon on nomination day.

Prescribed forms of nomination may be obtained from the Returning Officer.

Dated this 13th day of February, 1952.

P. P. INCHBOLD,
Minister of Education.





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[1952

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, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1225 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.
Apprentices or Improvers.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade Between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	2 14 6	3 7 6	5 8 6
2nd six months	3 3 0	3 15 6	5 19 6
3rd six months	3 13 6	4 3 6	6 17 0
4th six months	4 10 6	4 16 0	7 13 0
5th six months	5 1 0	5 8 6	..
6th six months	5 13 6	5 19 6	..
7th six months	8 1 6	6 17 0	..
8th six months	9 7 0	7 13 0	..
9th six months	10 10 0	..	..
10th six months	10 14 6	..	..

and thereafter the minimum weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE).
Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	13 4 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	12 19 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	12 11 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	12 11 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	13 5 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	12 11 0
Pressers, namely, males employed pressing any article of headwear ..	12 11 0
Machinists, namely, males employed machining any parts of articles of headwear ..	12 14 0
All other adult males not herein classified ..	10 18 0

Journeywomen.

i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.

	Wages per Week.
	£ s. d.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	9 13 6
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	9 3 6
Pressers, namely, females employed pressing any article of headwear ..	8 15 6
Machinists, namely, females employed machining any part of articles of headwear ..	8 18 6
Milliners, tablehands, adornment workers, or finishers ..	8 18 6
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	9 13 6
Hand sewers of buttons, hooks and eyes, press studs ..	8 6 6
All other adult females not herein classified ..	8 3 6

NOTE.—An amount of 5s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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

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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

HOSPITAL PHARMACISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 88 of the 26th January, 1951, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.			£. s. d.
1st year's experience ..	26	2 14 6	<i>Chief Pharmaceutical Chemist—</i> (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
2nd " " ..	47	4 18 0	(a) Where four or more full time pharmaceutical chemists are normally employed ..	18 9 0	
3rd " " ..	68	7 2 0	(b) Where two or three full time pharmaceutical chemists are normally employed ..	17 9 0	
4th " " ..	88	9 4 0	(c) Where he is the only pharmaceutical chemist employed ..	16 19 0	
5th " " ..	100 plus 15s.	11 4 0	<i>Senior Pharmaceutical Chemist</i> ..	15 14 0	
PROPORTION.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			<i>Other Hospital Pharmaceutical Chemist—</i>		
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.			1st year's experience as such ..	14 19 0	
			2nd " " " " ..	15 4 0	
			Thereafter " " " " ..	15 9 0	

Clauses, other than clause 2, of the said Determination shall remain in force.

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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, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 107 of the 30th January 1951, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES OR IMPROVERS.					OTHER EMPLOYEES.		
	Wages per Week.					Wages per Week.	
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
16 years of age or under..	35	73 0	47	73 6	Operator of a camera other than—		
*17 years of age..	46	96 0	55	86 6	(i) An operator of an enlarging camera, and/or		
*18 years of age..	62	129 6	69	108 0	(ii) An operator making copy negatives from flat originals—		
*19 years of age..	78	163 0	82	128 6	*21 years of age ..	215 0	168 6
*20 years of age..	97	202 6	94	147 0	*22 years of age ..	229 0	197 0
					23 years of age or over ..	251 0	219 6
					Artists colouring or working up ..	230 6	166 0
					Retouchers ..	234 6	172 0
					Printers or developers—		
					(a) Developing plates or films exposed by amateurs, or		
					(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	234 6	167 6
					Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	234 6	181 0
					All others (including spotters) ..	228 0	157 6

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

Clauses, other than clause 2, of the said Determination as amended on the 29th March, 1951, shall remain in force.

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

(b)

Other Employees. *

Day Shift.				
Wages Per Week.				
	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.
Powder monkey †	272 6	6 0	278 6	6 11 ¹¹ / ₁₀
Assistant powder monkey ‡	261 9	6 0	267 9	6 5 ¹³ / ₁₀
Hammerman	263 6	6 0	269 6	6 8 ¹⁷ / ₂₀
Dresser of pitchers or cubes, or scabblers	258 6	6 0	264 6	6 7 ⁷ / ₂₀
Spaller	253 0	6 0	259 0	6 5 ⁷ / ₁₀
Faceman	252 6	6 0	258 6	6 5 ¹¹ / ₁₀
Feeder of a stone crushing machine	255 0	6 0	261 0	6 6 ³ / ₁₀
Dust hole man	250 0	6 0	256 0	6 4 ¹ / ₂
Persons boring holes by hand or machine	248 0	6 0	254 0	6 4 ¹ / ₂
Borer's assistant	248 0	6 0	254 0	6 4 ¹ / ₂
Blacksmith	267 6	6 0	273 6	6 10 ¹ / ₂₀
Tool sharpener	251 0	6 0	257 0	6 5 ¹ / ₁₀
Loader	243 0	6 0	249 0	6 2 ⁷ / ₁₀
Carters or drivers driving—				
One horse	240 6	6 0	246 6	6 1 ¹⁹ / ₂₀
Two horses	248 0	6 0	254 0	6 4 ¹ / ₂
Three horses	254 0	6 0	260 0	6 6
Four or five horses	257 0	6 0	263 0	6 6 ³ / ₁₀
And 6d. extra per day for each additional horse				
Drivers of motor vehicles of the following carrying capacity :—				
Not exceeding 25 cwt.	245 0	6 0	251 0	6 3 ³ / ₁₀
Exceeding 25 cwt., but not exceeding 3 tons	246 3	6 0	252 3	6 3 ²¹ / ₄₀
Exceeding 3 tons	253 9	6 0	259 9	6 5 ²¹ / ₄₀
Dumper driver	258 0	6 0	264 0	6 7 ¹ / ₂
All others	240 0	6 0	246 0	6 1 ¹ / ₂

* See clause 3 re hours.

† See clause 10 re definition.

See clause 11 re definition.

When an employee is working in water to a depth of 2 inches or more, he shall, in addition to the ordinary rate of pay, receive 1s. 6d. extra per day or portion of a day whilst he is so employed.

The wages rates herein prescribed for a "Feeder of a stone crushing machine" and a "Dust hole man" were determined after due consideration had been given to the dirty and dusty conditions of the work.

(c) Employees on afternoon and/or night shift shall be paid at the appropriate rate prescribed in sub-clause (b) hereof plus 20 per cent.

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

DAIRY FARM WORKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 938 of the 6th September, 1951, as amended by a Determination of the Industrial Appeal Court published in *Government Gazette* No. 2 of the 7th January, 1952, and re-numbered clauses 2 and 14 respectively shall be replaced by the following clauses:—

WAGES PER WEEK.

2.

Age.	Percentage of Basic Wage.	Wages.		Other Employees.	
		Male.	Female.	Males.	Wages.
		£ s. d.	£ s. d.		£ s. d.
Under 16 years ..	52	5 8 6	4 1 6	Leading Hand (i.e. an employee who is in charge and directs the work of three or more employees) General Hand	12 8 0 11 19 0
16-17 years ..	60	6 5 6	4 14 0		
17-18 years ..	70	7 6 6	5 9 6		
18-19 years ..	80	8 7 0	6 5 0		
19-20 years ..	90	9 8 0	7 1 0		
20-21 years ..	100	10 9 0	7 16 6		
				Females.	
				The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.	

The percentages prescribed above are in the case of males related to the male basic wage, and in the case of females to the female basic wage.

PROVISION OF AND DEDUCTION FOR KEEP.

14. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£ s. d.
Adult males at the rate of	2 6 8 per week
Adult females and junior males at the rate of	1 17 6 per week
Junior females at the rate of	1 12 6 per week

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

Clauses, other than clauses 2 and 13 as renumbered 2 and 14, of the said Determination shall remain in force.

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[1952

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, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 806 of the 17th August, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	30	62 6
16 years of age	33	69 0
17 years of age	38	79 6
18 years of age	53	111 0
19 years of age	63	131 6
20 years of age	75	156 6

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
 One improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	<i>s. d.</i>	<i>s. d.</i>	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(b) Persons (other than master gardeners' employes) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	5 11 ¹ / ₁₀	237 0	} 40
Gardeners' labourers	5 7 ¹ / ₂	224 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	5 11 ¹ / ₁₀	237 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	6 3	250 0	} 40
All others	5 9 ³ / ₂₀	230 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

Clauses, other than clause 2, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PLASTERERS BOARD.

Clauses 1 and 2 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 114 of the 30th January, 1951, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops.

2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	60 6	2 8	63 2	15 years of age	29	60 6	2 8	63 2
2nd year ..	38	79 6	5 4	84 10	16 years of age	38	79 6	5 4	84 10
3rd year ..	53	111 0	8 0	119 0	17 years of age	53	111 0	8 0	119 0
4th year ..	76	159 0	10 8	169 8	18 years of age	76	159 0	10 8	169 8
5th year ..	98	205 0	13 4	218 4	19 years of age	98	205 0	13 4	218 4
6th year ..	100 plus 27s.	236 0	16 0	252 0	20 years of age	100 plus 27s.	236 0	16 0	252 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 293s. 4d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 293s. 4d. per week of 40 hours.

Other Employees.

	Per Hour.	Per Week.
Men employed on swings, bosun's chairs, lifts, or any other suspended platform	<i>s. d.</i> 7 5½	<i>s. d.</i> 298 10
All other plasterers	7 4	293 4

Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, is a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	60 6	2 8	63 2	15 years of age	29	60 6	2 8	63 2
2nd year ..	38	79 6	5 4	84 10	16 years of age	38	79 6	5 4	84 10
3rd year ..	53	111 0	8 0	119 0	17 years of age	53	111 0	8 0	119 0
4th year ..	76	159 0	10 8	169 8	18 years of age	76	159 0	10 8	169 8
5th year ..	98	205 0	13 4	218 4	19 years of age	98	205 0	13 4	218 4
6th year ..	100 plus 27s.	236 0	16 0	252 0	20 years of age	100 plus 27s.	236 0	16 0	252 0

PROPORTION (by any employer).
One apprentice to every three or fraction of three workers receiving not less than 286s. 8d. per week.

PROPORTION (by any employer).
One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 286s. 8d. per week.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
Men employed on under-ground sewer or tunnel plastering	<i>s. d.</i> 7 3½	<i>s. d.</i> 290 6*
All other plasterers	7 2	288 8*

Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, is a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

* Rates include 6s. war loading.

Clauses, other than clauses 1 and 2 of Part I. and clauses 1 and 2 of Part II., of the said Determination as amended on the 28th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 18th January, 1952, shall be replaced by the following clause:—

2.

WAGES.

<i>Juvenile Workers.</i>				
Per Week of 40 Hours.				
	Female Juveniles Employed at Selecting.		All Other Juvenile Workers.	
	Percentage of Female Basic Wage.	<i>s. d.</i>	Percentage of Basic Wage.	<i>s. d.</i>
16 years of age or under	78	122 0	58	121 0
17 years of age	99	155 0	74	154 6
18 " "	100 + 23s.	179 6	91	190 0
19 " "	100 + 44s.	200 6	100 + 8s.	217 0
20 " " .. .. .	..	Adult female rate	100 + 44s.	253 0

Per Week of 40 Hours.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Weekly Rate.	War Loading (Non-adjust- able).	Total Weekly Wage.
<i>Other Employees.</i>			
Females employed at selecting	227 6	4 0	231 6
Other persons employed at casing factories	285 0	4 0	289 0

Wages per Day.			
* Monday to Friday, inclusive.			
	Daily Rate.	War Loading (Non- Adjustable).	Total Daily Wage.
	<i>s. d.</i>	<i>d.</i>	<i>s. d.</i>
Pullers-off and strippers	57 0	9½	57 9½

Clauses, other than clause 2, of the said Determination shall remain in force.

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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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 716 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker	246	0
Nail or tack machinist	237	0
Assistant to nail or tack machinist	232	0
Roofing nail heading machinist	237	0
Barbed wire tool maker or machinist	237	0
Assistant to barbed wire machinist	232	0
Clipper or tier-up on concertina barbed wire	231	0
Rumbler	231	0
Galvanizer	242	0
Pickler—Head, or where only one pickler is employed	236	0
Assistant pickler	230	0
Assistant working over metal pot	236	0
Swinger	228	0
Wire-drawing plate setter	235	0
Wire-drawing block operator	231	0
Tack Inspector	231	0
Storeman, packer, or sorter	236	6
Other employees with not less than three months' experience in the metal trades industry	218	0
All others	212	0

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.

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

Wages.

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) Wages per Week of 40 Hours.

		Percentage of Basic Wage.	War Loading.	Total Wage Payable
<i>Four and Five-year Terms.</i>				
		Per Week.	Per Week.	Per Week.
			<i>s. d.</i>	<i>£ s. d.</i>
1st year	.. .. .	28	0 9	2 19 6
2nd year	.. .. .	39	1 0	4 2 6
3rd year	.. .. .	52	1 6	5 10 0
4th year	.. .. .	82	2 3	8 13 6
5th year	.. .. .	100 + 3s.	3 0	10 15 0
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>				
1st year	.. .. .	32	0 9	3 7 6
2nd year	.. .. .	52	1 6	5 10 0
3rd year	.. .. .	82	2 3	8 13 6
4th year	.. .. .	100 + 3s.	3 0	10 15 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

Overtime and Shift Work.

(i) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

(j) An apprentice shall not work under any system of payment by results.

Lost Time.

(k) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(f) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(m) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
<i>I.—Adult Females.</i>			
Under one month's experience	75	<i>s. d.</i> ..	<i>£ s. d.</i> 7 16 6
All others	75	16 0	8 12 6
<i>II.—Junior Females.</i>			
17 years of age and under	52	3 6	4 5 0
18 years of age	62	4 0	5 1 0
19 years of age	72	4 6	5 17 0
20 years of age	82	5 0	6 13 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age	24	2 0	2 12 0
16 years of age	34	3 0	3 14 0
17 years of age	46	4 0	5 0 0
18 years of age	58	5 0	6 6 0
19 years of age	73	6 0	7 18 6
20 years of age	88	7 0	9 11 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.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 such six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY, 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD,

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 755 of the 9th August, 1951, shall be replaced by the following clauses:—

2.

Wages.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills. (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	12 6 0	12 12 0	12 12 6	12 3 0
First-class, with condenser	12 12 6	12 18 6	12 19 0	12 9 6
Second-class	12 1 0	12 7 0	12 7 6	11 18 0
Second-class, with condenser	12 6 0	12 12 0	12 12 6	12 3 0
<i>Suction Gas or Other Internal Combustion Engines.</i>				
Fifty brake horse-power or over	12 6 0	12 12 0	12 12 6	12 3 0
Under fifty brake horse-power	12 1 0	12 7 0	12 7 6	11 18 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	12 6 0	12 12 0	12 12 6	12 3 0
On motors 100-horse power to 250-horse power inclusive	11 18 0	12 4 0	12 4 6	11 15 0
On motors under 100-horse power	11 12 0	11 18 0	11 18 6	11 9 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
<i>Note.</i> —Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	13 5 0	13 11 0	13 11 6	13 2 0
Others ..	12 15 6	13 1 6	13 2 0	12 12 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	13 11 6	13 17 6	13 18 0	13 8 6
Second driver	12 11 6	12 17 6	12 18 0	12 8 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	12 6 0	12 12 0	12 12 6	12 3 0
Others	12 2 0	12 8 0	12 8 6	11 19 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class	13 1 0	13 7 0	13 7 6	12 18 0
Lofty cranes—second-class	12 17 6	13 3 6	13 4 0	12 14 6
Lofty cranes—third-class	12 11 6	12 17 6	12 18 0	12 8 6
Cantilever cranes	12 17 6	13 3 6	13 4 0	12 14 6
Cranes transporting molten metal in foundries	12 10 0	12 16 0	12 16 6	12 7 0
Open hearth furnace crane	12 10 0	12 16 0	12 16 6	12 7 0
Steam travelling cranes	12 10 0	12 16 0	12 16 6	12 7 0
Other steam cranes	12 5 6	12 11 6	12 12 0	12 2 6
Grab cranes	12 10 0	12 16 0	12 16 6	12 7 0
Electric cranes not elsewhere included—				
Four motions and over				
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions	12 1 6	12 7 6	12 8 0	11 18 6
Overhead traverser				
Stationary jib; stationary jib hoist				
Traverser jib				
Hydraulic stationary jib cranes	11 18 0	12 4 0	12 4 6	11 15 0
Mobile cranes lifting capacity up to and including 5 tons	12 12 0	12 18 0	12 18 6	12 9 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	12 17 0	13 3 0	13 3 6	12 14 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	13 4 6	13 10 6	13 11 0	13 1 6
Over 20 tons	13 11 6	13 17 6	13 18 0	13 8 6
Fork lift driver	12 2 0	12 8 0	12 8 6	11 19 0
Cranes and hoists not elsewhere included ..	11 14 0	12 0 0	12 0 6	11 11 0
String cranes—five tons or less	11 6 0	11 12 0	11 12 6	11 3 0
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam) ..	12 9 0	12 15 0	12 15 6	12 6 0
Road roller (oil)	12 7 0	12 13 0	12 13 6	12 4 0
Traction engine (oil—50-brake h.p. or over)	12 9 0	12 15 0	12 15 6	12 6 0
Traction engine (oil—under 50-brake h.p.)	12 4 0	12 10 0	12 10 6	12 1 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor	11 19 0	12 5 0	12 5 6	11 16 0
Internal combustion traction motor	11 19 0	12 5 0	12 5 6	11 16 0
<i>Tow Motors.</i>				
Tow motor	11 13 0	11 19 0	11 19 6	11 10 0
G.—TRACTOR UNIT PLANT.				
<i>The provisions of this Division shall not apply to logging operations.</i>				
Tournapull	13 11 6	13 17 6	13 18 0	13 8 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under	12 4 0	12 10 0	12 10 6	12 1 0
(b) over 50-brake horse power	12 9 0	12 15 0	12 15 6	12 6 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under	12 9 0	12 15 0	12 15 6	12 6 0
(b) over 35-brake horse power to 70-brake horse power	12 19 0	13 5 0	13 5 6	12 16 0
(c) over 70-brake horse power	13 5 0	13 11 0	13 11 6	13 2 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	12 9 0	12 15 0	12 15 6	12 6 0
Grader, single unit over 40-brake horse power	13 5 0	13 11 0	13 11 6	13 2 0
Grader, single unit 40-brake horse power and under	12 15 0	13 1 0	13 1 6	12 12 0
Concrete paver, single drum	12 4 0	12 10 0	12 10 6	12 1 0
H.—FIREMEN.				
Fireman	11 16 0	12 2 0	12 2 6	11 13 0
Fireman—first class	12 1 0	12 7 0	12 7 6	11 18 0
Leading fireman—first class	12 8 0	12 14 0	12 14 6	12 5 0
Leading fireman—second class	12 5 0	12 11 0	12 11 6	12 2 0
Locomotive fireman	11 19 0	12 5 0	12 5 6	11 16 0
I.—GREASERS.				
Greaser or oiler	11 12 0	11 18 0	11 18 6	11 9 0
Greaser or oiler—first class	12 1 0	12 7 0	12 7 6	11 18 0
Trimmer	11 8 0	11 14 0	11 14 6	11 5 0
Fuelman	11 8 0	11 14 0	11 14 6	11 5 0
Engine cleaner	11 8 0	11 14 0	11 14 6	11 5 0
Boiler cleaner	11 8 0	11 14 0	11 14 6	11 5 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	12 8 0	12 14 0	12 14 6	12 5 0
All others	10 9 0	10 15 0	10 15 6	10 6 0

3. *Additional Rates.* Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—	<i>s. d.</i>
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination. *s. d.*

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—	15 0
(c) Attending to switchboard where the generating capacity is 350 kilowatt or over	6 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the basic wage prescribed for the area in which they are employed and in addition thereto the constant loading specified.

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
If under 16 years of age ..	24	0 6	2 9 0	2 9 0	2 11 0	2 8 6
16 years of age ..	32	0 9	3 5 9	3 5 9	3 7 9	3 4 9
17 years of age ..	58	1 0	5 18 6	5 18 6	6 2 6	5 17 0
18 years of age ..	73	2 0	7 10 0	7 10 0	7 14 6	7 8 0
19, but under 20 years of age ..	88	2 6	9 1 0	9 1 0	9 7 0	8 18 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 393 of the 19th April, 1951, shall be replaced by the following clause:—

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		s. d.			s. d.
Under 16 years of age	41	85 6	Under 16 years of age	51	80 0
16 years of age and under 17 years of age	46	96 0	16 to 17 years of age	53	83 0
17 years of age and under 18 years of age	54	113 0	17 to 18 years of age	65	101 6
18 years of age and under 19 years of age	64	134 0	18 to 19 years of age	72	112 6
19 years of age and under 20 years of age	75	156 6	19 to 20 years of age	84	131 6
20 years of age and under 21 years of age	89	186 0	20 to 21 years of age	95	148 6

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship proscribed by the Board was approved on 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.
One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.
Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b) OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	12 8 6	12 5 6
Honey blenders	12 3 6	12 0 6
Men roasting and/or grinding and who mix or blend coffee or chicory	12 3 6	12 0 6
Assistant millers	12 1 0	11 18 0
Coffee essence makers	12 1 0	11 18 0
Bagged goods carriers and/or stackers	12 1 0	11 18 0
Cellarmen in charge and working at loading, unloading and despatching by-products	12 1 0	11 18 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	11 18 0	11 15 0
Roasters of other commodities than coffee or chicory	11 18 0	11 15 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	11 18 0	11 15 0
Mixers or blenders	11 18 0	11 15 0
Kilnmen and/or bleachers	11 13 6	11 10 6
Mill hands	11 11 0	11 8 0
Men engaged drawing off finished products and/or by-products in cereal mills	11 11 0	11 8 0
Men engaged at oat cleaning and/or grading	11 11 0	11 8 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—8d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	12 8 6	12 5 6
Assistant millers	12 1 0	11 18 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	12 1 0	11 18 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	12 1 0	11 18 0
Steepmen	11 16 0	11 13 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	11 14 0	11 11 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	11 13 6	11 10 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	11 11 0	11 8 0
Men grinding starch and/or cornflour	11 11 0	11 8 0
Mill hands	11 11 0	11 8 0
Starch and/or cornflour shovellers	11 11 0	11 8 0
Leading hand—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	12 8 6	12 5 6
Assistant millers	12 1 0	11 18 0
Mill hands	11 11 0	11 8 0
Men engaged drawing off broken rice, bran, straw, and/or rice	11 11 0	11 8 0
Men engaged taking off and/or sewing and/or stacking rice	11 11 0	11 8 0
Rice meal rammers	11 11 0	11 8 0
Rice hull packers	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	12 1 0	11 18 0
Convertor men	12 1 0	11 18 0
Flour mixers or men feeding mixers and/or bagging dry gluten	11 16 0	11 13 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	11 13 6	11 10 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	11 13 6	11 10 6
Pumpmen	11 11 0	11 8 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	12 6 0	12 3 0
Paste makers	11 12 0	11 9 0
Hydraulic press attendants	11 12 0	11 9 0
Women working in dough room and vermicelli twisting and spaghetti spreading	8 14 0	8 12 0
All other male adults	11 6 0	11 3 0
All other female adults	8 9 0	8 7 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	12 1 0	11 18 0
Men in charge of and working rollers	12 1 0	11 18 0
Men in charge of and working at toasting flakes or biscuits (oven men)	12 1 0	11 18 0
Grinding and milling machinists	11 12 0	11 9 0
Fillers and/or makers	11 12 0	11 9 0
Pressmen	11 12 0	11 9 0
Conveyor workers	11 12 0	11 9 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	12 8 6	12 5 6
Vacuum pan attendants	12 1 0	11 18 0
Men operating and in charge of grain crushers, mixing and filling machines	11 18 6	11 15 6
Men working at and in charge of dehydrators	11 18 6	11 15 6
Man working at and in charge of store	11 17 0	11 14 0
Man working at and in charge of spent grain bins	11 17 0	11 14 0
All other adult males	11 13 0	11 10 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	12 8 6	12 5 6
Man engaged on cornflour packing machine	12 1 0	11 18 0
Convertor men	12 1 0	11 18 0
Man in charge of and working at macerators	12 1 0	11 18 0
Vacuum pans men	12 1 0	11 18 0
Men in charge of and working in drip rooms	12 1 0	11 18 0
Dextrine and/or custard mixer and/or blender	11 18 0	11 15 0
Weighbridge attendants	11 18 0	11 15 0
Steepmen	11 16 0	11 13 0
Millers' assistants	11 16 0	11 13 0
Feed dryers	11 16 0	11 13 0
Silk reel repairers	11 13 6	11 10 6
Men engaged on char filters	11 13 6	11 10 6
Char kilnmen	11 13 6	11 10 6
Oliver filtermen	11 13 6	11 10 6
Oil expeller men	11 13 6	11 10 6
Reels and cracker men	11 13 6	11 10 6
Neutralizer men	11 13 6	11 10 6
Drip room men	11 13 6	11 10 6
Maize receiving and cleaning operators	11 11 0	11 8 0
Sample men	11 11 0	11 8 0
Liquor presses	11 11 0	11 8 0
Feed press valve men	11 11 0	11 8 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	11 11 0	11 8 0
Flushing system men	11 11 0	11 8 0
Paddlers	11 11 0	11 8 0
Pumpmen	11 11 0	11 8 0
Starch-house kilnmen	11 11 0	11 8 0
Polly feed and/or oil meal baggers and sewers	11 11 0	11 8 0
Bulk cornflour baggers and sewers	11 11 0	11 8 0
Assistant operators on macerators	11 11 0	11 8 0
Yardmen	11 11 0	11 8 0
Women employed at scraping starch	8 14 0	8 12 0
Women employed on custard powder filling machines	8 14 0	8 12 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All other female adults	8 9 0	8 7 0
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	11 11 0	11 8 0
Man in charge of liquefying tallow	11 18 0	11 15 0
Assistant liquefying tallow	11 14 6	11 11 6
Operator of bleaching plant	11 13 6	11 10 6
Operator of pumps and/or blowers	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	12 2 6	11 19 6
Operator of filter presses and/or reagent-making plant	12 2 6	11 19 6
Operator of fatty acid stills	12 2 6	11 19 6
Stillman's assistant and/or pumpman	11 13 6	11 10 6
Cupboard runners	11 16 0	11 13 0
Press room ganger (or charge hand in press room)	12 2 6	11 19 6
Operator in charge of black acid presses	11 11 0	11 8 0
Operator of oliver filters	12 2 6	11 19 6
Pumpman	11 13 6	11 10 6
Storeman in oliene store	11 12 0	11 9 0
Vatmen treating stearine	11 16 0	11 13 0
Candle moulder—after 12 months' experience	11 16 0	11 13 0
Candle moulder with less than 12 months' experience	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	11 16 6	11 13 6
Soda crystal maker	11 16 0	11 13 0
Assistant soda crystal maker	11 11 0	11 8 0
Assistant soap maker	12 3 6	12 0 6
Soap pumpmen	11 16 0	11 13 0
Lye runner	11 11 0	11 8 0
Operator of power mixers and/or crutchers	11 16 0	11 13 0
Soap crutcher by hand	11 13 0	11 10 0
Soap cutting machinist	11 13 0	11 10 0
Head soap cutter by hand	11 13 0	11 10 0
Soap cutter by hand	11 8 6	11 5 6
Stampers by foot or hand	11 11 0	11 8 0
Operator of automatic stamping, wrapping, or packing machines	11 11 0	11 8 0
Operator of automatic soap dryers	11 11 0	11 8 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
Milling of Toilet Soap—		
Milling room foreman	11 16 6	11 13 6
Man in charge of, and actually milling soap	11 16 0	11 13 0
Soap miller	11 11 0	11 8 0
Mixing and/or blending toilet soap chips	11 11 0	11 8 0
Pulverising and/or dressing pulverized soap	11 11 0	11 8 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0

OTHER EMPLOYERS—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
Operator of power mixer and/or crutoher	11 16 0	11 13 0
Operator of soap powder mill	11 16 0	11 13 0
Truckers and assistants to operators of mixers, crutochers or mills	11 9 0	11 6 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	12 2 6	11 19 6
Assistant operator of evaporators	11 13 6	11 10 6
Operator of glycerine stills	11 2 6	10 19 6
Men preparing charcoal for refining glycerine	11 13 6	11 10 6
Filter press hand	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials— Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	12 6 0	12 3 0
Mill hands as defined	11 18 6	11 15 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain ..	11 13 0	11 10 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	12 3 6	12 0 6
Cooker, man in charge	12 1 0	11 18 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	11 13 6	11 10 6
Skillet and/or splint choppers	11 12 0	11 9 0
Paste makers	11 11 0	11 8 0
Wax mixers	11 11 0	11 8 0
Slitters	11 11 0	11 8 0
Gum grinders	11 11 0	11 8 0
Dogmen	11 11 0	11 8 0
Painting machine attendants (men)	11 11 0	11 8 0
Men operating two-way scorers	11 11 0	11 8 0
Leading hands—7s. 6d. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or 'directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	11 18 9	11 15 9
(ii) seven or more such persons	12 12 9	12 9 9
(b) Works singly	11 16 6	11 13 6
(c) Storemen and/or packers	11 12 0	11 9 0
<i>Hot Places.</i>		
Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—		
Employees stacking soda ash from lorry to stack		6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)		3d. Extra per hour
Employees carrying pulverized pumice or silicate		3d. Extra per hour
Employees cleaning evaporator tubes		6d. Extra per hour
Employees mixing Cooce cleaner by present methods		9d. Extra per hour
Employees carrying bags in excess of 200 lbs.		6d. Extra per hour
Skimming tallow recovery pits		1½d. Extra per hour

Clauses, other than clause 2, of the said Determination shall remain in force.

[1193]



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No. 186]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1249 of the 7th December, 1951, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambul and within Mildura and Gippsland Districts	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	12 17 6	13 4 0	12 14 6
5 and 6 inch, footman	12 9 0	12 15 6	12 6 0
4 inch and under, headman	12 12 0	12 18 6	12 9 0
4 inch and under, footman	12 2 0	12 8 6	11 19 0
Vertical pipe moulders—			
Hammer, coremaker, corer, or caster	11 19 6	12 6 0	11 16 6
Dresser of pipes, including dresser on emery wheels	11 19 0	12 5 6	11 16 0

Adults.	Per Week of 40 Hours		
	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.
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	12 13 0	12 19 6	12 10 0
5 and 6 inch, spigot	12 2 0	12 8 6	11 19 0
4 inch and under, faucet	12 6 0	12 12 6	12 3 0
4 inch and under, spigot	11 18 0	12 4 6	11 15 0
Finishers and casters—			
5 and 6 inch	12 13 0	12 19 6	12 10 0
4 inch and under	12 6 0	12 12 6	12 3 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	13 1 0	13 7 6	12 18 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	11 17 0	12 3 6	11 14 0
2nd six months' experience	12 0 0	12 6 6	11 17 0
3rd six months' experience	12 3 0	12 9 6	12 0 0
Thereafter	12 8 0	12 14 6	12 5 0
Dresser and grinder (when using portable machine)	12 1 0	12 7 6	11 18 0
Dresser and grinder (other)	11 19 0	12 5 6	11 16 0
Furnaceman—cupola	12 6 0	12 12 6	12 3 0
Furnaceman—electric	12 5 0	12 11 6	12 2 0
Furnaceman—other	12 3 0	12 9 6	12 0 0
Assistant furnaceman	11 17 0	12 3 6	11 14 0
Loader and unloader of annealing furnace	11 17 0	12 3 6	11 14 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	11 17 0	12 3 6	11 14 0
(b) other	12 7 0	12 13 6	12 4 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	11 17 0	12 3 6	11 14 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

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.

3. **APPRENTICESHIP**

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship.
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if, through lack of orders or financial difficulties, an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(g) Minors may be taken on probation for three months and, if apprenticed, such three months shall count as part of their period of apprenticeship. An employer shall, within fourteen days of employing a probationer, notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in addition thereto the war loadings specified and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	War Loading.	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.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>					
		Per Week.			
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
1st year	28	0 9	2 19 6	3 1 0	2 18 6
2nd year	30	1 0	4 2 6	4 5 0	4 1 6
3rd year	52	1 6	5 10 0	5 13 6	5 8 6
4th year	82	2 3	8 13 6	8 19 0	8 11 0
5th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>					
1st year	32	0 9	3 7 6	3 9 6	3 6 6
2nd year	52	1 6	5 10 0	5 13 6	5 8 6
3rd year	82	2 3	8 13 6	8 19 0	8 11 0
4th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0

An employee who is under 21 years of age on the expiration of his apprenticeship, and thereafter works as a minor in the occupation to which he has been apprenticed, shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(j) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination or regulation applicable to him.

Payment by Results.

(k) An apprentice shall not work under any system of payment by results.

Lost Time.

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(m) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(n) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the under-mentioned :—

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 Warrnambol; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience ..	75	..	..	7 16 6	8 1 6	7 14 6
All others	75	..	16 0	8 12 6	8 17 6	8 10 6
<i>II.—Junior Females.</i>						
17 years of age and under	52	..	3 6	4 5 0	4 7 6	4 4 0
18 years of age	62	..	4 0	5 1 0	5 4 0	5 0 0
19 years of age	72	..	4 6	5 17 0	6 1 0	5 15 6
20 years of age	82	..	5 0	6 13 6	6 17 6	6 11 6
<i>III.—Junior Males.</i>						
Under 16 years of age	24	1 0	2 0	2 13 0	2 14 6	2 12 6
16 years of age	32	1 9	2 6	3 11 0	3 13 0	3 10 0
17 years of age	58	3 0	5 0	6 9 0	6 13 0	6 7 6
18 years of age	73	4 0	6 0	8 2 6	8 7 6	8 0 6
19 years of age and over	88	4 6	7 0	9 15 6	10 1 0	9 13 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 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.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(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 basic wage hereby prescribed for a junior employee of his or her age :

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) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
- (ii) Breaking up pig iron.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

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



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No. 187]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in *Government Gazette* No 25 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	16 16 0	6 0	17 2 0
Slaughterman	16 2 3	6 0	16 8 3
Head and Feet Boners	13 13 0	3 0	13 16 0
Scalders	13 13 0	3 0	13 16 0
Meat Lumpers	13 9 6	3 0	13 12 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	13 5 6	3 0	13 8 6
General labourers	13 2 6	3 0	13 5 6

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
Division B.—Retail Shops.			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—	13 1 6	13 8 0	13 1 6
Whilst employed on such work	13 1 6	13 8 0	13 1 6
Whilst employed on other work	13 6 0	13 12 6	13 6 0
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	13 6 0	13 12 6	13 6 0
<i>Definition</i> :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	13 0 0	13 6 6	13 0 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	12 14 0	13 0 6	12 14 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	12 11 0	12 17 6	12 11 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	12 13 6	13 0 0	12 13 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	11 18 0	12 4 6	11 18 0
All others	11 16 0	12 2 6	11 16 0
<i>Definition</i> :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
Division C.—Small Goods Section.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	13 1 6	13 8 0	13 1 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	13 1 6	13 8 0	13 1 6
Whilst employed on other work	13 1 6	13 8 0	13 1 6
Men employed principally on mixing machines and/or responsible for making of small goods	12 19 0	13 5 6	12 19 0
Fillermen	12 9 6	12 16 0	12 9 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	12 13 6	12 0 0	12 13 6
Packing-room hands	12 3 6	12 10 0	12 3 6
Linkers and table hands	12 2 6	12 9 0	12 2 6
All others	11 16 0	12 2 6	11 16 6
Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.			
Meat Lumpers	13 12 6	13 19 0	13 9 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	13 5 0	13 13 0	13 1 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	13 10 0	13 18 0	13 6 6
Exceeding 3 tons capacity	13 15 0	14 3 0	13 11 6
Horse Drivers—			
One horse	13 2 0	13 10 0	12 18 6
Two horses	13 5 0	13 13 0	13 1 6
Three horses	13 8 0	13 15 6	13 4 0
Head stableman (if more than one employed)	12 19 6	13 7 6	12 17 0
Other stablemen or grooms	12 14 6	13 2 6	12 10 6
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer } Drivers who, during the day, are engaged in carting blood manure or offensive offal }	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	12 1 0	12 7 6	12 1 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	12 5 0	12 11 6	12 5 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	12 8 0	12 14 6	12 8 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	11 16 0	12 2 6	11 16 0
(ii) two horses	12 1 0	12 7 6	12 1 0
(iii) three horses	12 4 0	12 10 6	12 4 0
(iv) four horses	12 6 0	12 12 6	12 6 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.				Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.			
Weekly Wage.				Weekly Wage.			
	Percentage of Basic Wage.		£ s. d.		Percentage of Basic Wage.		£ s. d.
1st year's experience	64		6 14 0	Under 18 years	85		8 17 6
2nd year's experience	77		8 1 0	18 years and under 19 years ..	100 +		10 10 6
3rd year's experience	88		9 4 0	19 years and under 20 years ..	100 +		11 2 6
4th year's experience	100 +		11 10 0	20 years	13s. 6d.		Minimum Wage
5th year's experience	21s.		Minimum Wage				

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

		£ s. d.
<i>Five-year Term—</i>		
First year	.. .. .	3 10 6
Second year	.. .. .	4 14 0
Third year	.. .. .	7 0 6
Fourth year	.. .. .	8 19 0
Fifth year	.. .. .	11 1 6
<i>Four-year Term—</i>		
First year	.. .. .	4 3 0
Second year	.. .. .	5 17 0
Third year	.. .. .	8 19 0
Fourth year	.. .. .	11 1 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

Saving.

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year: Breaking up hindquarter of beef and hanging same and boning.

During the third year: Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years: Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year: Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year: Grounding; backing off; sawing down.

During the fourth and fifth years: Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

- (a) After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows:—

											Thereafter.
											£ s. d.
First year	..	..	..	..	..	..	..	..	..	..	4 3 0
Second year	..	..	..	..	..	..	..	..	..	..	5 6 0
Third year	..	..	..	..	..	..	..	..	..	..	7 5 0
Fourth year	..	..	..	..	..	..	..	..	..	..	9 15 6
Fifth year	..	..	..	..	..	..	..	..	..	..	11 4 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 15th January, 1951, shall be replaced by the following clause:—

2. **IMPROVERS.**

—	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	<i>s. d.</i>	
Under 18 years of age	3 10	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20	4 7	
20 years of age and under 21	Appropriate adult rate	

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer	6	5
Pitcher setter, cube setter, or pavior	6	5
Weigher and/or mixer on hot asphaltic mixing plant	6	5
Rigger	6	4
Splicer of Wire Rope or Hemp Rope	6	4
Bitumen pourer or kettle attendant	6	4
Tunnel man or shaft sinker	6	4
Timber man in tunnel or shaft	6	4
Pipe joiner, or pipe layer	6	4
Powder monkey	6	4
Sinker in trenches for storm-water drain	6	4
Finisher in concrete work	6	4
Leading tackle hand	6	4
Skid scoop (tumbling Tommy), filler, and/or driver	6	4
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work	6	3
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute	6	3
Jack hammerman	6	3
Mixer, gauger spreading or layer on of concrete	6	3
Tar, bitumen or emulsion sprayer operator	6	3
Faceman in gravel pit	6	3
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	6	3
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion	6	3
Batterman using batter rule	6	3
Boodler in tunnel	6	3
Fencer	6	3
Sanitary or garbage attendant	6	3
Scabler in tunnel	6	3
Metal or gravel spreader	6	3
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter	6	2
Filler of monkey-tail scoop	6	2
Setter out of reinforcements	6	2
Points man on tram or locomotive line	6	2
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	6	2
Cold asphaltic shoveller or forker	6	2
Ploughman's offsider	6	2
Tipper of monkey-tail scoop	6	2
Slurry filler	6	2
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks	6	8
Driver power grader 35-h.p. or over	6	8
Driver power grader under 35-h.p.	6	5
Driver side loader	6	3
Driver tractor (oil) 35-h.p. and over	6	5
Driver tractor (oil) under 35-h.p.	6	2
Driver of traction engine or road roller (steam)	6	8
Driver road roller (internal combustion)	6	7
All others	6	1

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GAS WORKS BOARD.

Clauses 2 and 36 of the Determination published in the *Government Gazette* No. 17 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (a). Within the Localities Set Out in Note (a).

Improvers.										Wages per Week of 40 Hours.			
										£	s.	d.	
Under 15 years of age	0	15	6
15 years and under 16 years of age	0	19	0
16 " " " 17 " " "	1	3	0
17 " " " 18 " " "	1	11	0
18 " " " 19 " " "	2	2	6
19 " " " 20 " " "	2	13	6
20 " " " 21 " " "	3	9	6

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

(b).

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine.	
	£	s.	d.
Patching and scurfing retorts and cleaning flues—man continuously employed as such	11	18	0
Stoker in charge of gas or steam engine, or other works plant	11	18	0
Stoker, vertical retort	11	15	0
Stoking machine driver	11	15	0
Stoker, horizontal retort (machine)	11	12	0
Stoker, hand charging	11	10	0
Retort (vertical) operator	11	15	0
Operator vertical retort	11	15	0
Fireman retort house	11	15	0
Hydraulic and tar main attendant	11	14	0
Augerer and pipe jumper	11	9	0
Coke and coal conveyor attendant (day worker)	11	4	0
Greaser and oiler (in retort house)	11	12	0
Elevator and coal crusher attendant (day worker)	11	3	0
Elevator and coal crusher attendant (shift worker)	11	1	0
Coke and coal conveyor attendant (shift worker)	11	1	0
Oxide breaker—man attending and operating	11	4	0
Purifier—man opening up, or emptying	11	17	0
Purifier—man filling	10	18	0
All others	10	12	0

36.

Within the Localities Set Out in Note (b).

Improvers.

- (a) (i) Improvers may be employed as yard boys, or on such other work that is suitable.
- (ii) .

WAGES PER WEEK.

Age.								Percentage of Basic Wage.	Loading.	Total Wage.
								%	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	..	..	..	..	..	..	..	33½	1 3	70 9
16 years of age	..	..	..	..	..	..	..	40	1 3	84 9
17 years of age	..	..	..	..	..	..	..	50	2 0	106 6
18 years of age	..	..	..	..	..	..	..	62½	2 0	132 6
19 years of age	..	..	..	..	..	..	..	78	2 9	165 9
20 years of age	..	..	..	..	..	..	..	95	2 9	201 3

(iii) Improvers, whilst working as shiftworkers as defined by clause 38 hereof, shall be paid 2s. extra per shift. This extra rate shall not be subject to any penalty additions.

(iv) Improvers under the age of 18 years shall not be employed on shift work.

(v) Improvers shall not be employed to displace men.

The Board has determined that no person shall be taken as an apprentice.

(b) Adults.										Wages Per Week.		
										<i>£</i>	<i>s.</i>	<i>d.</i>
Foreman, or working ganger	..	..	..	..	..	..	..	..	..	12	15	0
Labourer, general or yardman	..	..	..	..	..	..	..	..	..	11	1	0
Operator and/or stoker, retort house	..	..	..	..	..	..	..	..	..	11	19	0
Oxide, new in bags, man handling	..	..	..	..	..	..	..	..	..	11	7	0
Oxide, man shovelling and breaking	..	..	..	..	..	..	..	..	..	11	7	0
Purifier, man filling	..	..	..	..	..	..	..	..	..	11	4	0
Purifier, man emptying	..	..	..	..	..	..	..	..	..	12	1	0
Retort house maintenance man (where constantly employed as such)	..	..	..	..	..	..	..	..	..	12	9	0
Sourfer and patcher of retorts and flue cleaning	..	..	..	..	..	..	..	..	..	12	4	0
Skilled labourer	..	..	..	..	..	..	..	..	..	11	9	0
Man handling coal	..	..	..	..	..	..	..	..	..	11	4	0

Clauses, other than clauses 2 and 36, of the said Determination shall remain in force.



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[1952

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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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1016 of the 12th October, 1951, shall be replaced by the following clause:—

2.

Adults.	Wages per Week of 40 Hours.		
	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.
Furnaceman—caster tilting furnace	12 15 0	13 1 6	12 12 0
Furnaceman remelt other	12 13 0	12 19 6	12 10 0
Assistant remelt furnaceman	12 6 0	12 12 6	12 3 0
Leading chargemaker	12 14 0	13 0 6	12 11 0
Chargemaker	11 15 0	12 1 6	11 12 0
Metal sorter	11 15 0	12 1 6	11 12 0
Bundler, baler, and/or Briquetter	11 15 0	12 1 6	11 12 0
Press operator (Automatic with dual control)	13 1 0	13 7 6	12 18 0
Press operator	12 15 0	13 1 6	12 12 0
Butt handler	11 15 0	12 1 6	11 12 0
Leader out	11 14 0	12 0 6	11 11 0
Draw bench leading hand	12 7 0	12 13 6	12 4 0
Draw bench operator	11 14 0	12 0 6	11 11 0
Die attendant	12 3 0	12 9 6	12 0 0
Pointer, Hammer, and Swager	11 17 0	12 3 6	11 14 0
Stretcher and/or straightener	11 17 0	12 3 6	11 14 0
Copper wire drawing machine operator	11 15 0	12 1 6	11 12 0
Butt welder	11 13 0	11 19 6	11 10 0
Furnaceman other	12 9 0	12 15 6	12 6 0
Furnaceman assistant	11 11 0	11 17 6	11 8 0
Other machine operator	11 15 0	12 1 6	11 12 0
Machine assistant	11 11 0	11 17 6	11 8 0
Mill assistant	11 11 0	11 17 6	11 8 0
Examiner	11 17 0	12 3 6	11 14 0
Pickler	11 15 0	12 1 6	11 12 0
Weighman	11 19 0	12 5 6	11 16 0
Sawyer	11 19 0	12 5 6	11 16 0
Saw Sharpener	12 1 0	12 7 6	11 18 0
Crane chaser	11 14 0	12 0 6	11 11 0
Labourer (yard)	11 5 0	11 11 6	11 2 0
Labourer sweeper and cleaner	10 19 0	11 5 6	10 16 0



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1207 of the 23rd November, 1951, shall be replaced by the following clause:—

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Other Employees.

	Wages Per Week.				Wages Per Week.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		Weekly Rate.	War* Loading.	Total Weekly Wage.
	<i>s. d.</i>		<i>£ s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
<i>I.—Adult Females.</i>							
Under three months' experience	75	6 0	8 2 6	Foreman i.e., man in charge of two or more employees ..	272 6	3 0	275 6
All others	75	7 0	8 3 6	Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames	253 6	3 0	256 6
<i>II.—Junior Females.</i>							
	Percentage of Basic Wage.			Press operator (heavy) ..	230 0	3 0	233 0
17 years of age and under ..	52	3 6	4 5 0	Press operator (light) ..	228 0	3 0	231 0
18 years of age	62	4 0	5 1 0	Process worker (as defined)	228 0	3 0	231 0
19 years of age	72	4 6	5 17 0				
20 years of age	82	5 0	6 13 6				
<i>III.—Junior Males.</i>							
	Percentage of Basic Wage.						
Under 16 years of age	24	2 0	2 12 0				
16 years of age	34	3 0	3 14 0				
17 years of age	46	4 0	5 0 0				
18 years of age	58	5 0	6 6 0				
19 years of age	73	6 0	7 18 6				
20 years of age	88	7 0	9 11 0				

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

(ii) 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.

Note.—The Board has determined that no apprentice shall be taken to this section.

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	Wages Per Week.			
						Weekly Rate.	War* Loading.	Total Weekly Wage.	
		Per Week. s. d.			Per Week. s. d.	s. d.	s. d.	s. d.	
Five Year Terms:—			1st year ..	25	64 0	Foreman, i.e., man			
1st year ..	25	64 0	2nd year ..	35	90 0	in charge of two			
2nd year ..	35	90 0	3rd year ..	45	115 6	or more employees	272 6	3 0	275 6
3rd year ..	45	115 6	4th year ..	65	166 6	Optical tradesman	259 6	3 0	262 6
4th year ..	65	166 6	5th year ..	80	205 0	Optical workers and			
5th year ..	80	205 0				repairers ..	253 6	3 0	256 6
Four Year Terms:—			PROPORTION (in any factory, shop, or place).						
1st year ..	30	77 0	One improver to every three						
2nd year ..	45	115 6	journeymen receiving not less than						
3rd year ..	65	166 6	256s. 6d. per week.						
4th year ..	80	205 0							
<p>PROPORTION (in any factory, shop, or place).</p> <p>One apprentice to every two or fraction of two workers receiving not less than 256s. 6d. per week</p> <p>An indentures of apprenticeship prescribed was approved on 15th December, 1914.</p> <p>The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.</p>									

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates. Clauses, other than clause 2, of the said Determination shall remain in force.



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[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1238 of the 30th November, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	s. d.	s. d.
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width	237 0	234 0
Between 3 ft. 6 in. and 5 feet in width	240 0	237 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods	254 6	251 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	240 0	237 0
Tester not engaged as fitter	229 0	226 0
Pattern and moulding box fitter and filer	240 0	237 0
Painter, brush	230 0	227 0
Painter, spray	233 0	230 0
Press operator	231 0	228 0
Other power machinist	226 0	225 0
Polisher and grinder	237 0	234 0
Stove blacksmith	234 0	231 0
Stove blacksmith	246 0	243 0
Electroplater in charge	232 0	229 0
Electroplater's assistant	228 0	223 0
Labourer delivering material to and taking finished articles from fitters	229 0	226 0
Stove blacksmith's striker	232 0	229 0
Labourer directly assisting workmen whose margins exceed 26s. per week	216 0	215 0
Other employees with not less than three month's experience in the industry	212 0	209 0
All others	212 0	209 0

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	s. d.	s. d.
PORCELAIN ENAMELLING SECTION.		
Fuser	241 0	238 0
Fuser's assistant	232 0	229 0
Mill hand and mixer	232 0	229 0
Sprayer	233 0	230 0
Shot and sand-blast dresser	238 0	235 0
Other dresser	233 0	230 0
Swiller, gripper, and brusher	229 0	226 0
Pickler	229 0	226 0
Rackman	227 0	224 0
Other employees with not less than three months' experience in the industry	218 0	215 0
All others	212 0	209 0

JUNIOR MALE AND FEMALE LABOUR.

3. Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
				Per Week.	Per Week.
				s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	..	156 6	154 6
All others	75	..	16 0	172 6	170 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	..	3 6	85 0	84 0
18 years of age	62	..	4 0	101 0	100 0
19 years of age	72	..	4 6	117 0	115 6
20 years of age	82	..	5 0	133 6	131 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	..	2 0	52 0	51 6
16 years of age	34	..	3 0	74 0	73 0
17 years of age	46	..	4 0	100 0	99 0
18 years of age	58	..	5 0	126 0	124 6
19 years of age	73	..	6 0	158 6	156 6
20 years of age	88	..	7 0	191 0	188 6
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.					
<i>Iv.—Junior Males (Foundries).</i>					
Under 16 years of age	24	1 0	2 0	53 0	52 6
16 years of age	32	1 9	2 6	71 0	70 0
17 years of age	58	3 0	5 0	129 0	127 6
18 years of age	73	4 0	6 0	162 6	160 6
19 years of age and over	88	4 6	7 0	195 6	193 0

* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PLASTER OF PARIS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 113 of the 30th January, 1951, shall be replaced by the following clause:—

2.

<i>Improvers.</i>					<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.		Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	48	100 6	2 9	103 3	(a) MILL EMPLOYEES.			
17 years of age ..	63	131 6	3 9	135 3	Calciner	256 6	6 0	262 6
18 " " ..	78	163 0	4 6	167 6	Mechanical shovel attendant ..	246 6	6 0	252 6
19 " " ..	93	194 6	5 6	200 0	Bagger	242 0	6 0	248 0
20 " " ..	100 + 3s.	212 0	6 0	218 0	All others	232 6	6 0	238 6
PROPORTION (IN ANY PLACE).					(b) GYPSUM WORKERS.			
One improver to every five or fraction of five workers receiving					Manager in charge of gypsum pit	276 6	..	276 6
not less than 238s. 6d. per week.					Gypsum raisers	222 6	..	222 6

Clauses, other than clause 2, of the said Determination as amended on the 4th April, 1951, shall remain in force.

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



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III, and IV of the Determination made on the 26th November 1951, and in force as from the 26th November 1951, shall be replaced by the following clauses:—

PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

1. (a) WAGES PER WEEK.

	£ s. d.
Fireman .. .. .	.. 12 15 6
A.B. .. .. .	.. 12 5 6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman	10 17 6	1 17 0	12 14 6
A.B.	10 8 3	1 17 0	12 5 3
Ordinary Seaman	9 5 10	1 8 0	10 13 10

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

WAGES PER WEEK.

1. (a) Day Workers :—

	£	s.	d.
A.B.	11	15	0
Deck Hand	11	6	0
Fireman	12	4	0
Greaser	12	5	0
Winchman	12	1	6
Coal Gang Hand	11	15	0
Diver	14	15	0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, clearing inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

WAGES PER WEEK.

1. (a) Day Workers :—

	£	s.	d.
A.B.	11	15	0
Deck Hand	11	6	0
Fireman	12	4	0
Greaser	12	5	0
Winchman	12	1	6
Coal Gang Hand	11	15	0

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Parts I, II, III and IV, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

POSTERHANGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 62 of the 25th January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
		<i>s. d.</i>		<i>s. d.</i>
1st six months' experience	41	85 6	Posterhangers or Billposters ..	229 0
2nd " "	47	98 0		
3rd " "	59	123 6		
4th " "	69	144 0		
5th " "	73	152 6		
6th " "	79	165 0		
PROPORTION.				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 229s. per week.				
<i>Improvers.</i>				
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 229s. per week.				

Clauses, other than clause 2, of the said Determination as amended on the 6th April, 1951, shall remain in force.

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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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 31 and 32 of the Determination published in *Government Gazette* No. 9 of the 10th January, 1952, shall be replaced by the following clauses:—

SECTION A. SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10·025d. plus 1½d. war loading (total 6s. 11·525d.) per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 7s. 2·355d. plus 1s. 1½d. war loading (total 7s. 3·855d.) per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

56s. 11·412d. plus 1s. 2½d. war loading (total 58s. 1·812d.) per day.

Thereafter until considered competent by the employer—

63s. 4·162d. plus 1s. 2½d. war loading (total 64s. 6·562d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 79s. 0·38d. plus 1s. 3d. war loading (total 80s. 3·38d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10·025d. plus 1½d. war loading (total 6s. 11·525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 7s. 2·355d. plus 1s. 1½d. war loading (total 7s. 3·855d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0·38d. plus 1s. 3d. war loading (total 80s. 3·38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 18s. 4·8d. plus sick leave loading of 3·312d. shall be added in accordance with clause 41.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6·65d. plus 1d. war loading (total 4s. 7·65d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pitching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 18s. 4·8d. plus sick leave loading of 3·312d. shall be added in accordance with clause 41.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—

Calves 100 lb. and under skin on .. 8·725d. plus ·15d. war loading (total 8·875d.) per head.

Calves 101 lb. to 150 lb. skin on .. 11·083d. plus ·15d. war loading (total 11·233d.) per head.

Calves 151 lb. to 200 lb. skin on .. 1s. 1·291d. plus ·15d. war loading (total 1s. 1·441d.) per head.

Skin Off—

Calves under 60 lb. skin off .. 1s. 0·35d. plus ·15d. war loading (total 1s. 0·5d.) per head.

Calves 61 lb. to 90 lb. skin off .. 1s. 7·85d. plus ·15d. war loading (total 1s. 8d.) per head.

Calves 91 lb. to 120 lb. skin off .. 2s. 3·85d. plus ·15d. war loading (total 2s. 4d.) per head.

Calves 121 lb. to 200 lb. skin off .. 2s. 11·85d. plus ·15d. war loading (total 2s. 12d.) per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—

64s. 10·132d. plus 1s. 2½d. war loading (total 66s. 0·532d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—12·192d. per carcass.

For the purposes of the daily tally:—

- A calf up to 64 lb. shall equal 1 calf.
- A calf 65 to 121 lb., shall equal 1½ calves.
- A calf over 121 lb., shall equal 2 calves.

NOTE.—To the daily earnings of each pieceworker (except calf skimmers skinning cold calves) the sum of 18s. 4.8d. plus sick leave loading of 3.312d. shall be added in accordance with clause 41.

PROS.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb.	1s. 1.133d. per head
101 lb. to 200 lb.	1s. 5.376d. per head
200 lb. to 300 lb.	2s. 4.625d. per head
Over 300 lb.	4s. 7.65d. per head

Total.

Hand scudded—

Up to 100 lb.	1s. 10.533d. per head
101 lb. to 200 lb.	2s. 4.625d. per head
200 lb. to 300 lb.	3s. 9.526d. per head
Over 300 lb.	4s. 7.65d. per head

These rates include 4 per cent. war loading.

If pigs are put through singeing machine 6½d. per head shall be added to the above rates

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 18s. 4.8d. plus sick leave loading of 3.312d. shall be added in accordance with clause 41.

RATES OF PAY TO BONERS.

6. (a) Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (c) of this clause. The following daily quotas or the equivalent thereof as provided in sub-clause (b) hereof shall apply:—

Beef 38 quarters.

Mutton 65 carcasses of under 64 lb.

Veal 57 carcasses of under 60 lb. (to be ribbed out and birdcaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or

2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily quota and for work done in excess of the daily quota the following sub-clause shall apply:—

Beef—

One hind quarter shall equal one quarter of beef.

One Forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horse's heads under three ribs, shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef

Five briskets and shins with portion of clod attached shall equal two quarters of beef.

A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. shall equal one and half carcasses.

Two flying foxes shall equal one carcass.

Three trunks shall equal two carcasses.

Three pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Three pairs of hindquarters shall equal two carcasses.

Five pairs of forequarters shall equal two carcasses.

One Trunk with chump attached shall equal one carcass.

Ram—

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 2½d. for each carcass ribbed out and birdcaged.

Veal—

One calf under 60 lb. shall equal one carcass.

One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.

One calf 121 lb. to 200 lb. shall equal three carcasses.

Two flying foxes of veal shall equal one carcass.

Three trunks of veal shall equal two carcasses.

Three pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Three pairs of hind-quarters of veal shall equal two carcasses.

Five pairs of fore-quarters shall equal two carcasses.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—1s. 8.858d. per quarter.

Mutton—1s. 1.905d. per carcass.

Veal—1s. 1.905d. per carcass.

Pork—3s. 5.716d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

2s. 7.831d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota or the equivalent thereof as defined in sub-clause (b) of clause 6 hereof shall apply:—

- Beef 56 quarters.
- Mutton 130 carcasses under 64 lb.
- Veal 228 carcasses under 60 lb.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

- (i) Beef 1/1.317d. per quarter.
- (ii) Mutton 5.736d. per carcass.
- (iii) Veal 3.271d. per carcass.
- (iv) Pork—to be treated at hourly rates.

(c) Bull Beef—One quarter of bull beef shall equal one and a half quarters of beef.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8. WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

	Weekly Wage.	
	£	s. d.
1st year's experience	8	13 6
2nd " "	11	1 3
3rd " "	11	17 9
4th " "	13	9 2
5th " "	Minimum wage	

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Juvenile Workers. For Definition, see Clause 12.	Wages per Day.	Other Employees.	Wages per Day.		
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.
	s. d.		s. d.	s. d.	s. d.
16 years and under		Boners (Beef and Mutton)	64 10.206	1 2 1/4	66 0.606
17 years ..	28 0.712	Head and Feet Boners—			
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting			
18 years ..	32 0.712	heads and removing brains			
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping			
19 years ..	35 0.712	heads, removing brains, skinning feet, removing			
19 years and under		sinews and hoofs	57 0.012	0 9 3/4	57 9.412
20 years ..	44 10.112	Slicers and Trimmers	61 4.168	0 9 3/4	62 1.768
20 years and under		Sheep Skin classers	59 7.412	0 9 3/4	60 5.012
21 years ..	49 10.112	Labourers trimming, cleaning, scalding, and picking tripe	57 0.012	0 9 3/4	57 9.412
		Skin shed labourers	56 7.412	0 9 3/4	57 5.012
		Other Labourers	56 7.412	0 9 3/4	57 5.012

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

31. ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—57s. 6.212d. plus 6d. war loading (total, 58s. 0.212d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—18s. 4.174d. plus 2d. war loading (total, 18s. 6.174d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—20s. 5.074d. plus 2d. war loading (total 20s. 7.074d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—17s. 10.574d. plus 2d. war loading (total 18s. 0.574d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn } 56s. 2.812d. plus 6d. war loading
 - (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 56s. 8.812d.), per trip.
 - (c) Sims Cooper Freezing Works, Newport } 63s. 3.212d. plus 6d. warloading
- } if from Newmarket
} Rail Siding an
} extra 2s. 6d.
- (total 63s. 9.212d.), per trip.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—88s. 3·832d., plus 6d. war loading (total, 88s. 9·832d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

58s. 2·062d. plus 9³/₄d. war loading (total 58s. 11·662d.), per day.

All others—

56s. 9·812d. plus 7¹/₂d. war loading (total, 57s. 5·012d.), per day.

32.

JUVENILE WORKERS.

								Wages per Day.	
								s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	28	0·712
17 years of age and under 18 years of age	..	..	..	..	..	..	..	32	0·712
18 years of age and under 19 years of age	..	..	..	..	..	..	..	35	0·712
19 years of age and under 20 years of age	..	..	..	..	..	..	..	44	10·112
20 years of age and under 21 years of age	..	..	..	..	..	..	..	49	10·112

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

Clauses, other than clauses 2 to 8 inclusive and clauses 31 and 32, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this

22nd day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

CHAFF-CUTTERS BOARD.

Clauses 2, 3, and 19 of the Determination published in *Government Gazette* No. 21 of the 18th January, 1952, shall be replaced by the following clauses:—

2.

Apprentices or Improvers.				Other Employees.			
Wages per week of 40 hours.				Wages per week of 40 hours.			
<i>Apprentices.</i>				CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
		Percentage of Basic Wage.	<i>s. d.</i>	<i>s. d.</i>			
1st year		59	123 6	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	236	0	
2nd "		64	134 0	Drivers of Motor trucks—			
3rd "		76	159 0	(a) having a carrying capacity of 25 cwt. or less ..	231	6	
4th "		84	175 6	(b) having a carrying capacity over 25 cwt. but not over 3 tons ..	237	6	
5th "		96	200 6	(c) over 3 tons but under 6 tons ..	240	0	
<i>Improvers.</i>				Further tonnage—for each complete ton over 5, an extra 1/- per week.			
Under 17 years of age		59	123 6	Carter driving one horse	228	0	
17 years of age		64	134 0	" " two horses	234	0	
18 " "		76	159 0	" " three horses	236	6	
19 " "		84	175 6	And 2s. 6d. extra per week for every additional horse.			
and thereafter the rate for "Other Employees".				Chaff-cutter feeders—			
PROPORTION (IN ANY PLACE).				(a) in stationary mills			
<i>Apprentices.</i>				(b) on travelling plants			
One apprentice to every three or fraction of three workers receiving not less than 22s. per week of 40 hours.				Stablemen			
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				All others—			
<i>Improvers.</i>				(a) in stationary mills			
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 23s. per week of 40 hours.				(b) on travelling plants			
				CORN-CLEANING OR CORN-GRADING.			
				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)			
				236 0			
				All others			
				231 0			

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

PIECE-WORK.

19. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (includ- ing feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	5 7	4 11½	4 4½	4 2½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	6 8½	5 9½	5 3½	4 9½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	5 11½	5 3½	..	..	5 3½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	6 8½	5 9½	..	..	5 3½

- (b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press s. d. . . . 4 6 per ton.
- Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 4 11½ per ton.
- (ii) Where more than four persons are employed .. 4 6 per ton.

Clauses, other than clauses 2, 3, and 19, of the said Determination shall remain in force.



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[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 999 of the 28th September, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.	
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		
		<i>s. d.</i>		<i>s. d.</i>		
16 years of age and under	45	94	0	60	94	0
17 years of age .. .	54	113	0	66	103	6
18 years of age .. .	67	140	0	72	112	6
19 years of age .. .	81	169	6	78	122	0
20 years of age .. .	96	200	6	90	141	0

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).
Apprentices or Improvers.
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Adult Males— *s. d.*
Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room 238 6
All others 228 6

Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.
Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.

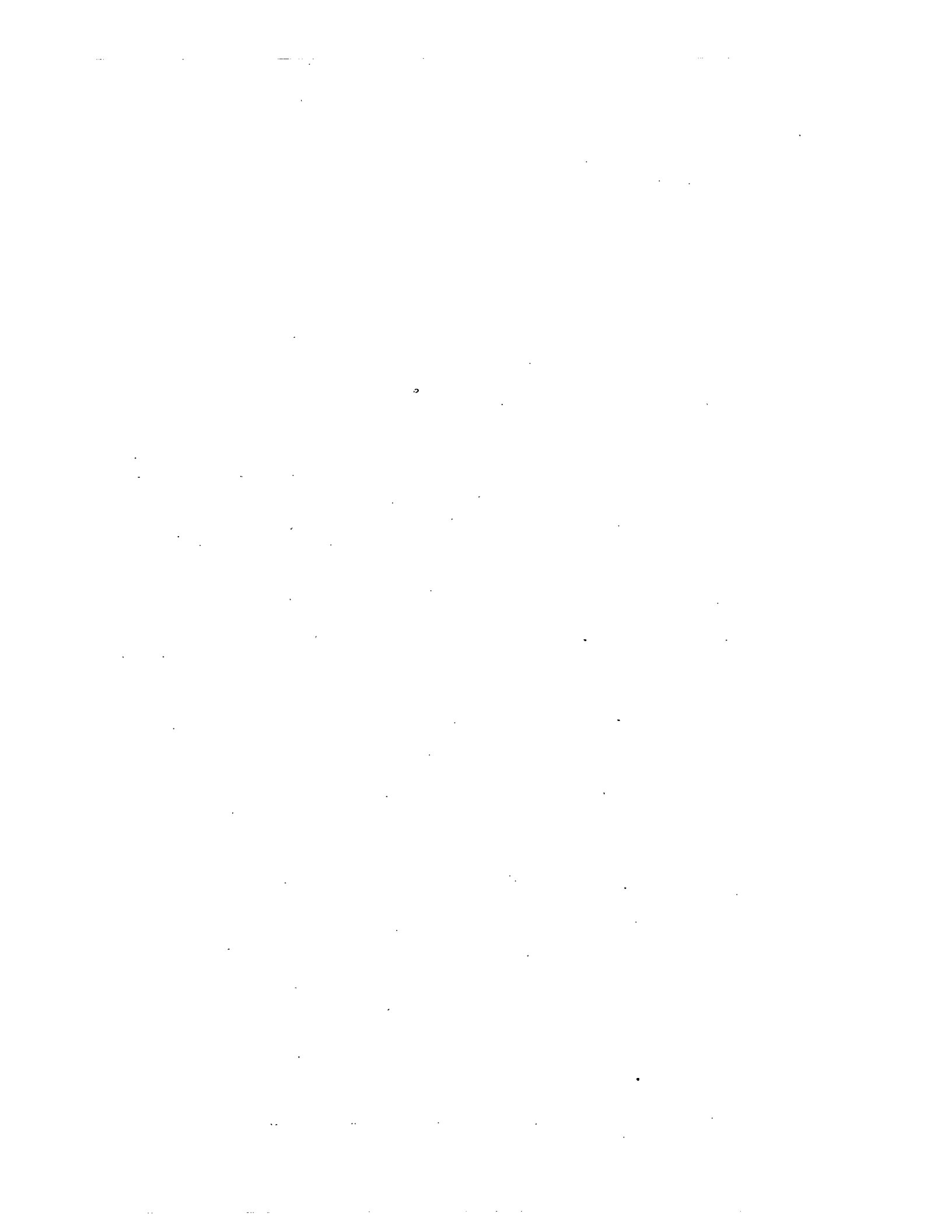
If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.

Adult females *s. d.*
161 6

Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".
Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".
Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".

Clauses, other than clause 2, of the said Determination shall remain in force.

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[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

RABBIT PROCESSING BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 1025 of the 25th October, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.	Percentage of Basic Wage.		Total Wage.
	%	s. d.	s. d.
Under 16 years of age	42		88 0
16 years of age	57		119 0
17 years of age	69		144 0
18 years of age	90		188 0
19 years of age	100	+ 29 0	238 0
20 years of age	100	+ 35 6	244 6

PROPORTION.

Males and Females

One apprentice or improver to every four or fraction of four adult workers.

Other Employees.	Total Ordinary Wage.
	£ s. d.
Rabbit skimmers or boners	14 8 0
Grader who grades for the export trade	14 13 6
Females washing, processing and/or packing rabbits	13 19 6
All others	13 19 6

PIECEWORK.

20. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skinning rabbits (heads off)	6s. 4d. per 100
Skinning rabbits (heads on)	8s. 3·6d. per 100
Skinning hares	24s. 7·7d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber)	2·67d. per lb.

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.

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

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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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

RADIO BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1227 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 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.
Radio serviceman	12 17 6	13 4 0	12 14 6
Radio repairer (Factory)	11 18 0	12 4 6	11 15 0
Radio wiper, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	11 13 0	11 19 6	11 10 0
Power tube operative—			
1st six months' experience	11 13 0	11 19 6	11 10 0
Thereafter	11 17 0	12 3 6	11 14 0
Tradesmen (radio)	13 1 0	13 7 6	12 18 0
Radio tester	12 8 0	12 14 6	12 5 0
Final tester and fault finder	12 17 6	13 4 0	12 14 6
Process worker	11 11 0	11 17 6	11 8 0
Other employees with not less than three months' experience in the Metal Trades Industry	10 18 0	11 4 6	10 15 0
All others	10 12 0	10 18 6	10 9 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

	Per Week. £ s. d.
Motor car	3 0 0
Motor cycle and side car	1 15 0
Motor cycle	1 5 0

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 20 employees, 27s. per week extra.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	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.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	7 16 6	8 1 6	7 14 6
All others	75	16 0	8 12 6	8 17 6	8 10 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	3 6	4 5 0	4 7 6	4 4 0
18 years of age	62	4 0	5 1 0	5 4 0	5 0 0
19 years of age	72	4 6	5 17 0	6 1 0	5 15 6
20 years of age	82	5 0	6 13 6	6 17 6	6 11 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 12 0	2 13 6	2 11 6
16 years of age	34	3 0	3 14 0	3 16 6	3 13 0
17 years of age	46	4 0	5 0 0	5 3 0	4 19 0
18 years of age	58	5 0	6 6 0	6 10 0	6 4 6
19 years of age	73	6 0	7 18 6	8 3 6	7 16 6
20 years of age	88	7 0	9 11 0	9 16 6	9 8 6

* 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) 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 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.

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



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

ROOFING TILES BOARD

Clause 2 of the Determination published in *Government Gazette* No. 5 of the 7th January, 1952, shall be replaced by the following clause:—

2. (a)

(1) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.				Total Wage.
		Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age ..	At the Rates prescribed for Adults	24	50 0	1 3	2 3	53 6
15 years of age ..		28	58 6	1 6	2 9	62 9
16 years of age ..		32	67 0	1 6	3 3	71 9
17 years of age ..		38	79 6	1 9	3 9	85 0
18 years of age ..		52	108 6	2 6	5 0	116 0
19 years of age ..		61	127 6	3 0	6 0	136 6
20 years of age ..	75	156 6	3 9	7 3	167 6	

FEMALES.

Wages per Week of 40 hours.

	Percentage of Female Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age ..	32	50 0	1 3	2 3	53 6
15 years of age ..	37	58 0	1 3	2 9	62 0
16 years of age ..	42	65 6	1 6	3 0	70 0
17 years of age ..	45	70 6	1 9	3 3	75 6
18 years of age ..	51	80 0	1 9	3 9	85 6
19 years of age ..	58	91 0	2 0	4 3	97 3
20 years of age ..	64	100 0	2 3	4 9	107 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 6d.

Proportion (in any factory or place).

Apprentices.

- (c) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

Improvers.

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

(II) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	s.	d.
Burner	237	0
Burner's Assistant	233	0
Damperman and/or kiln cleaner	230	0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	242	0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	244	0
All other facemen	246	0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools)	236	0
Drawer	236	0
Setter	240	0
Mouldmaker (including plaster die making)	240	0
Flower pot, or flower pot saucer throwers	240	0
Maker on press (screw or lever type)	236	0
Hand-presser and moulder	240	0
Crusher or grinding pan attendant	236	0
Loftman	233	0
Man sorting roofing tiles	233	0
Packer into rail trucks	233	0
Man feeding and/or taking off tile press	236	0
Tile feeder's assistant	230	0
Man carrying or wheeling into or out of kiln or to or away from kiln	233	0
Racker or wheeler who also racks	233	0
Other tile wheeler	230	0
Dresser or trimmer (dry tiles)	230	0
Waste-man or other unskilled man	230	0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	240	0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	233	0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	246	0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

Clauses, other than clause 2, of the said Determination shall remain in force.

WAGES—continued.

(a) Apprentices, Improvers or Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
	MALES.	
		Per Week of 40 Hours.
	<i>Shed and Factory Hands.</i>	
	Persons employed treating, crushing, or refining salt:—	
	Shed hand in charge of seven or more men	s. d. 247 0
	Shed hand in charge of six or less men	240 0
	Shed hand who is required to stack	234 0
	Shift Foreman—	
	In charge of a wet and dry plant	255 0
	In charge of a dry plant	247 0
	In charge of a wet plant	247 0
	Millwrights	247 0
	Hydro Operator	237 6
	Tutosal Operator, i.e., an employee responsible for mixing	232 6
	All Others	231 0
	<i>By-products Section.</i>	
	Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products	
		241 6
	Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products	
		240 0
	All others	234 0
	FEMALES.	
	All Adults	156 6

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 7½ per cent. for afternoon shift workers and 10 per cent. for night shift workers.

Clauses, other than clause 2, of the said Determination, as amended on the 6th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SAND PIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 110 of the 30th January, 1951, shall be replaced by the following clause:—

WAGES.

2.

Apprentices and Improvers.			Other Employees.	
—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	—	Wages Per Week of 40 Hours.
	%	s. d.		s. d.
Under 16 years of age ..	31	65 0	Leading hand in charge of four or more employees	220 0
16 years of age ..	40	83 6	Powder monkey employed in sand pit ..	222 0
17 " " ..	49	102 6	Nozzleman	213 0
18 " " ..	58	121 0	Ploughman	213 0
19 " " ..	68	142 0	Tipman	213 0
20 " " ..	77	161 0	Scoopman	213 0
			Shoveller	213 0
			Shaft sinker	220 0
			Pneumatic pickman	218 0
			Jumperman	218 0
			Pickman	213 0
			Drivers—	
			One horse	212 0
			Two horses	215 0
			Three horses	218 0
			Motor vehicle having maker's capacity of—	
			25 cwt. or less	218 0
			Over 25 cwt., but not over 3 tons ..	222 0
			Over 3 tons, but under 6 tons ..	225 0
			All others	209 0

PROPORTION.
(Within any factory or place).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.

Improvers.
One improver to every five or fraction of five workers receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination as amended on the 28th March, 1951, shall remain in force.

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

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part outlines the various methods and tools used to collect and analyze data. This includes the use of surveys, interviews, and focus groups to gather insights from stakeholders. The document also mentions the use of advanced analytics software to process large volumes of data efficiently.

3. The third part focuses on the role of leadership in driving organizational success. It highlights the need for clear communication, strategic vision, and the ability to inspire and motivate team members. The document provides several examples of effective leadership practices and their impact on organizational performance.

4. The fourth part discusses the challenges and opportunities in the current business environment. It notes that while there are many opportunities for growth and innovation, there are also significant challenges, such as increased competition and changing market conditions. The document offers strategies to navigate these challenges and seize the opportunities.

5. The fifth part concludes with a summary of the key findings and recommendations. It reiterates the importance of data-driven decision-making and the role of leadership in achieving long-term success. The document also provides a call to action for the organization to implement the recommended strategies and practices.



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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 95 of the 30th January, 1951, shall be replaced by the following clause:—

WAGES PER WEEK.													
£ s. d.													
2. (a) Leading waterman	12	14	0
Waterman	12	3	0
Groundsman	12	3	0
Maintenance Work.													
Ganger (i.e., a man in charge of over six men)	12	8	0
Leading hand (i.e., a man in charge of from three to six men)	12	2	0
All others	11	13	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee on maintenance work is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 13s. per week or 2s. 7d. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 35s. per week or 7s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

Cluses, other than clause 2, of the said Determination as amended on the 28th March, 1951, shall remain in force.

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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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SLATERS AND TILERS BOARD.

Clauses 2 and 19 of the Determination published in *Government Gazette* No. 718 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Apprentices.			Improvers.			Other Employees.		
—	Percentage of Basic Wage.	Per Week of 40 Hours. <i>s. d.</i>	—	Percentage of Basic Wage.	Per Week of 40 Hours. <i>s. d.</i>	—	Per Hour. <i>s. d.</i>	Per Week of 40 Hours. <i>s. d.</i>
1st year ..	50	104 6	1st year ..	50	104 6	Slaters or Tilers ..	7 4	293 4
2nd year ..	60	125 6	2nd year ..	60	125 6			
3rd year ..	90	188 0	3rd year ..	90	188 0			
4th year ..	100 + 32s.	241 0	4th year ..	100 + 32s.	241 0			
<p>PROPORTION (by any employer). Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 293s. 4d. per week. An amended indenture of apprenticeship has been prescribed by the Board.</p>			<p>PROPORTION (by any employer). One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 293s. 4d. per week.</p>			<p>Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. 6d. per day or portion of a day in addition to the rates set out above.</p>		

NOTE.—No person under the age of 16 years shall be employed as an apprentice or improver.

PIECEWORK PRICES.

9. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Slating, 20" x 16", and larger	34s. 6d. per 100 square feet, slater's measurement. (including 1s. 4d. as payment for two weeks' annual holidays.)
Slating, under 20" x 16"	8d. per 100 square feet more for every size smaller. Ridging extra.
Terra Cotta or Cement Tiling	£1 2s. 6d. per 100 square feet, tiler's measurement. (including 8d. as payment for two weeks' annual holidays.) Ridging extra.
Sarking or Undercovering	4s. per 100 square feet, with 1s. extra per 100 square feet where tiles are wired.
For buildings of more than one story	8d. per 10' square feet extra for each story after the first.
Fixing Terra Cotta Ridging	5d. per foot.
Fixing Cement Ridging	6d. per foot.
For buildings of more than one story	1d. per foot extra for each story after the first.
Mitring on slate roofs	Nailed, 1s. 4d. per foot, screwed, 1s. 8d. per foot.

Fifty per cent. extra on all above prices shall be paid for all work done on roofs of a pitch of 45° or over; 1s. per square extra shall be paid for work done on roofs where double batten is used.

Clauses, other than clauses 2 and 19, of the said Determination shall remain in force.

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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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 100 of the 30th January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.						Percentage of Basic Wage.	Wages per Week of 40 Hours.
							<i>s. d.</i>
15 years of age or under	..	..	..	..	..	29	60 6
16 years of age	..	..	..	..	..	32	67 0
17 years of age	..	..	..	..	..	37	77 6
18 years of age	..	..	..	..	..	51	106 6
19 years of age	..	..	..	..	..	61	127 6
20 years of age	..	..	..	..	..	73	152 6

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
One improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.						Wages per Week of 40 Hours.	
						<i>£ s. d.</i>	
Racecourses—							
Leading hand, i.e., a person in charge of three or more employees	12 9 0
Groundsman or maintenance employee	11 14 0
All others	11 9 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—							
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	12 19 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	12 4 0
Groundsman	11 9 0
All others	11 6 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—							
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	12 19 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	12 4 0
Groundsman or maintenance employee	11 14 0
All others	11 9 0

Any employee, other than a curator or assistant curator, required to take charge of 3 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

Clauses, other than clause 2, of the said Determination as amended on the 6th March, 1951, shall remain in force.

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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, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 726 of the 27th July, 1951, shall be replaced by the following clause:—

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	91 3	88 0	91 3	88 0
16 to 17 years of age	114 6	110 0	114 6	110 0
17 to 18 years of age	137 6	132 0	137 6	132 0
18 to 19 years of age	160 6	154 0	160 6	154 0
19 to 20 years of age	182 6	176 0	182 6	176 0
20 to 21 years of age	207 0	198 0	207 0	198 0

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	<i>£ s. d.</i>	<i>£ s. d.</i>
(1) Carrier	13 0 0	13 0 0
(2) Person classing or sorting green hides or sides or skins after being unhaired	12 17 0	12 17 0
(3) Hand flesher	12 13 0	12 13 0
(4) Hand fleshing after machining	12 9 0	12 9 0
(5) Machine flesher (including checking and heading machine)	12 9 0	12 9 0
(6) Unhairer, scudder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	12 4 0	12 4 0

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(7) Lime jobber	12 2 0	12 2 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	12 2 0	12 2 0
(9) Bark bagger	11 16 0	11 16 0
(10) Crop cutter after tanning	12 4 0	12 4 0
(11) Extract worker in tannery	11 18 0	11 18 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	11 13 0	11 13 0
(13) Man operating bark tan liquor plant	12 2 0	12 2 0
(14) Splitting machinist—		
Operator of big machine		
(Wet)	12 18 0	12 18 0
(Dry)	12 13 0	12 13 0
Operator of other machines		
(Wet)	12 16 0	12 16 0
(Dry)	12 11 0	12 11 0
(15) Man behind splitting machine		
(Wet)	12 1 0	12 1 0
(Dry)	11 16 0	11 16 0
(16) Machine shaver —		
New machine—double width		
(Wet)	12 10 0	12 10 0
(Dry)	12 5 0	12 5 0
Old machine—single width		
(Wet)	12 11 0	12 11 0
(Dry)	12 6 0	12 6 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	12 3 6	12 3 6
(18) Roller of sole leather	12 5 0	12 5 0
(19) Striker and setter out of sole leather	12 2 6	12 2 6
(20) Shedman who applies dressing to sole leather		
(Wet)	12 0 0	12 0 0
(Dry)	11 15 0	11 15 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	12 7 6	12 7 6
(22) Fluffing machinist	12 0 0	12 0 0
(23) Fluffing machinist on suede wheel	12 4 6	12 4 6
(24) Leather dresser—		
(a) Table hand on chrome leathers	11 19 0	11 19 0
(b) Table hand on bark tanned hides or sides	12 2 0	12 2 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	11 18 0	11 18 0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers	11 17 0	11 17 0
(27) Table hand setting out harness leathers	12 5 0	12 5 0
(28) Knee staker	12 2 0	12 2 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	11 14 0	11 14 0
(30) Straining or toggling (over the age of 18 years)	11 18 0	11 18 0
(31) Stripping (over the age of 18 years)	11 15 0	11 15 0
(32) Employee unhairing either on beam or by sweeping	12 4 0	12 4 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	11 11 0	11 11 0
(34) Employee operating measuring machine	11 15 0	11 15 0
(35) Employee operating setting out machine		
(Wet)	12 4 0	12 4 0
(Dry)	11 19 0	11 19 0
(36) Employee operating graining machine	11 17 0	11 17 0
(37) Employee operating ironing machine	11 17 0	11 17 0
(38) Employee operating embossing machine	11 17 0	11 17 0
(39) Employee operating squeezing machine	12 2 0	12 2 0
(40) Employee operating bark grinding machine	11 16 0	11 16 0
(41) Assistant on any of the machines (34) to (39)	11 15 0	11 15 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	11 15 0	11 15 0
(43) Glazer	12 0 0	12 0 0
(44) Glazer on kid and/or marsupial leathers	12 4 6	12 4 6
(45) Staker, combing machine operator	12 0 0	12 0 0
(46) Person lime jobbing on mechanical reels	12 2 0	12 2 0
(47) Hair washer	11 18 0	11 18 0
(48) Men handling hair	11 13 0	11 13 0
(49) Yardman	11 17 0	11 17 0
(50) All others	11 0 0	11 0 0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

Clauses, other than clause 2, of the said Determination shall remain in force.



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No. 208]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TANNERS (FURRED SKINS) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 720 of 27th July, 1951, shall be replaced by the following clauses:—

2.

ADULT MALES

	Wages Per Week.		
	£	s.	d.
Persons engaged shaving on upright knife and/or rotary shaving knife—			
1st year's experience	12	3	0
2nd year's experience	12	8	0
Thereafter	12	17	6
Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—			
1st year's experience	12	1	0
Thereafter	12	12	6
Machine flesher	12	0	0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	11	12	0
Persons engaged as dry drum operators	11	12	0
Persons engaged in spraying stencilling or tipping by machine or by hand	11	15	0
Persons engaged as buffing machinists	11	18	6
Persons engaged as fluffing machinists	11	13	0
Persons engaged as fluffing machinists on suede wheel	11	17	0
Persons engaged as staking machine operators	11	13	0
Persons engaged as carding and/or combing machine operators (sheep skins)	11	13	0
Persons engaged as setting out and/or stretching machine operators	11	12	0
Persons engaged ripping by hand or by machine	11	11	0
Persons engaged as clipping and/or epilating machine operators	11	12	0
Table hands	11	11	0
Males not elsewhere included	10	15	0
Men employed at emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work			

WET WORK.

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat hand and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 3s. 6d. per week as wet workers.

ADULT FEMALES.

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

	£ s. d.
All others	8 1 0
3.	

		Wages Per Week.
		£ s. d.
<i>Males.</i>		
Under 16 years of age		3 2 6
16 and under 17 years of age		4 3 6
17 and under 18 years of age		5 4 6
18 and under 19 years of age		6 5 6
19 and under 20 years of age		8 7 0
20 and under 21 years of age		10 9 0
<i>Females.</i>		
Under 16 years of age;		2 18 0
16 and under 17 years of age		3 13 6
17 and under 18 years of age		4 3 0
18 and under 19 years of age		4 14 0
19 and under 20 years of age		5 5 0
20 and under 21 years of age		6 10 0

and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2

For the purposes of this clause "experience" shall mean any form of employment in this industry.
 Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows:—

<i>Female Improvers.</i>		
One female to one		}
Three female improvers to two		
and thereafter, three additional female improvers to every two additional		
		Female workers receiving not less than the minimum wage.

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



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No. 209]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TAR AND BITUMEN BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 99 of the 30th January, 1951, shall be replaced by the following clause:—

2.

WAGE PER WEEK OF 40 HOURS.

Improvers.	Per-centage of Basic Wage.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).		Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).		Total Wage.
			s. d.	s. d.				s. d.	s. d.	
Under 19 years of age ..	82	171 6	4 6	176 0	176 0	Bitumen emulsion maker ..	236 6	4 6	241 0	
19 years and under 20 years	97	202 6	4 6	207 0	207 0	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	236 6	4 6	241 0	
20 years and under 21 years	100 + 5s.	214 0	4 6	218 6	218 6	Tar distiller and/or maker of pitch (T.I.C. type of plant) ..	235 6	4 6	240 0	
						Tar distiller and/or maker of pitch (other types of plants)	238 6	4 6	243 0	
						Tar acid still attendant ..	238 6	4 6	243 0	
						Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	236 6	4 6	241 0	
						Pitch enamel maker (closed type of plant) ..	238 6	4 6	243 0	
						Pitch enamel maker (open type of plant) ..	238 6	4 6	243 0	
						All others ..	234 0	4 6	238 6	

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 238s. 6d. per week.

NOTE.—The Board determines that no person shall be employed as an apprentice.

Clauses, other than clause 2, of the said Determination as amended on the 6th March, 1951, shall remain in force.

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

No. 209.—1447/52.—PRICE 3d.

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No. 210]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 105 of the 30th January, 1951, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES OR IMPROVERS.					ADULTS.		
—	Males.		Females.				
	Percentage of Basic Wage.	Per Week. s. d.	Percentage of Female Basic Wage.	Per Week. s. d.	Males.		Per Week. s. d.
14 years	23	48 0	..	..	Foreman .. .. .	..	251 0
15 years	30	62 6	42	65 6	Headman .. .. .	..	242 9
16 years	35	73 0	47	73 6	All other adult males .. .. .	..	233 6
17 years	45	94 0	56	87 6	Females.		
18 years	56	117 0	67	105 0	Headwoman .. .. .	..	185 6
19 years	63	131 6	74	116 0	All other adult females .. .. .	..	168 0
20 years	81	169 6	85	133 0			

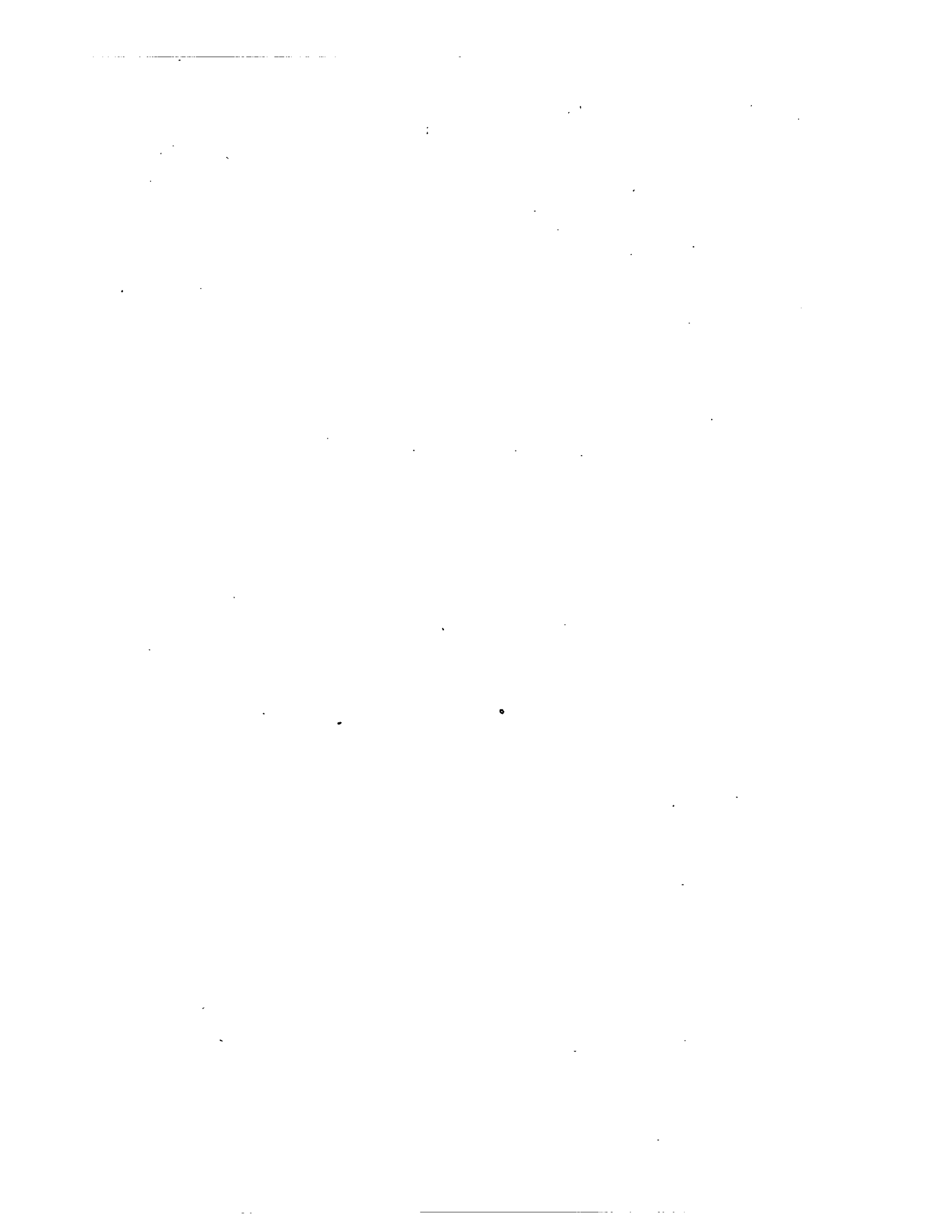
PROPORTION (within any factory or place).

Apprentices.
One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 23s. 6d. per week.
One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 16s. per week.

Improvers.
One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 23s. 6d. per week.
One female improver to every three or fraction of three female workers receiving not less than 16s. per week.

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, shall remain in force.

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





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THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 125 of the 2nd February, 1951, shall be replaced by the following clause:—

APPRENTICES OR IMPROVERS.					JUVENILE WORKERS.			
Wages Per Week of 40 Hours.					Wages Per Week of 40 Hours.			
Age.	Males.		Females.		Males.		Females.	
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
Under 17 years	51	106 6	68	106 6	51	106 6	68	106 6
17 years and under 18 years	69	144 0	80	125 0	69	144 0	80	125 0
18 years and under 19 years	87	182 0	93	145 6				
19 years and under 20 years	100 plus 5s.	214 0	100 plus 4s.	160 6				
20 years and under 21 years	100 plus 24s. 6d.	233 6	100 plus 16s. 6d.	173 0				

PROPORTION (IN ANY PLACE).		Definition of Juvenile Workers. Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except— (a) picking out or selecting. (b) making in the raw state. (c) twisting in the dry state.	OTHER EMPLOYEES.	
			Wages Per Week of 40 Hours.	
Apprentices. One apprentice to every three or fraction of three workers receiving not less than 274s. 6d. per week of 40 hours.		PROPORTION (IN ANY PLACE) Males. Six juvenile workers to each worker receiving not less than 274s. 6d. per week of 40 hours. Females. Three juvenile workers to each worker receiving not less than 189s. 9d. per week of 40 hours.	Males.	
Improvers (Males). Four improvers to each male worker receiving not less than 274s. 6d. per week of 40 hours.			Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes 283 6	
Females. Two improvers to each female worker receiving not less than 189s. 9d. per week of 40 hours.			All others 274 6	
			Females.	
			All adults 189 9	

Clauses, other than clause 2, of the said Determination as amended on the 28th February 1951, shall remain in force.

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No. 212]

THURSDAY, FEBRUARY 28.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

VEGETABLE GROWERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 162 of the 15th February, 1951, shall be replaced by the following clause:—

2.

Improvers.			Other Employees.		
	Percentage of Basic Wage.	* Wages per Week.			* Wages per Week.
		£ s. d.			£ s. d.
15 years of age or under	20	3 0 6	Foreman gardener, i.e., a gardener in charge of two or more employees .. .. .	.. .. .	12 9 7
16 years of age	39	4 1 6	All others .. .. .	.. .. .	11 13 1
17 years of age	51	5 6 6			
18 years of age	67	7 0 0			
19 years of age	88	9 4 0			
20 years of age or over, the appropriate rate prescribed under the heading "Other Employees".					
PROPORTION.					
One improver to every three or fraction of three workers receiving not less than the minimum wage.					

* These wages include a 10% loading to compensate for a 44 hour week.

Clauses, other than clause 2, of the said Determination as amended on the 6th March, 1951, shall remain in force.

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No. 213]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WATCH CASES BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 714 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

	Males.							Females.			
	Commencing Age—							Adjust- able Rate.	Emer- gency Loading Non- adjust- able.	Total Weekly Wage.	
	Adjustable Rate.			Emer- gency Loading Non- adjust- able.	Total Weekly Wage.						
	Under 17 Years.	17 Years.	18 Years or Over.		Under 17 Years.	17 Years.	18 Years or Over.				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year's experience	39 6	50 0	56 6	0 9	40 3	50 9	57 3	1st year's experience	34 6	0 9	35 3
2nd " "	58 6	62 6	75 0	1 0	59 6	63 6	76 0	2nd " "	47 0	0 9	47 9
3rd " "	70 6	85 6	100 6	1 6	81 0	87 0	102 0	3rd " "	73 6	1 0	74 6
4th " "	108 6	108 6	..	2 0	110 6	110 6	..	4th " "	92 6	1 6	94 0
5th " "	138 0	..	..	2 6	140 6	..	..	5th " "	105 0	2 0	107 0
6th " "	161 0	..	..	3 0	164 0	..	..	Thereafter			
7th " "	169 6	..	..	3 0	172 6	..	..	reaching 21 years			
								of age ..	119 0	2 0	121 0

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Within a Radius of 50 Miles of G.P.O., Melbourne.			All Other Parts of Victoria.		
	Adjustable Rate.	Emergency Loading Non- adjustable.	Total Weekly Wage.	Adjustable Rate.	Emergency Loading Non- adjustable.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Adult males—						
First class watch case tradesman	220 0	3 0	223 0	217 6	3 0	220 6
Second class watch case tradesman	210 0	3 0	213 0	207 6	3 0	210 6
All others—						
(a) with less than 3 years' experience	202 0	3 0	205 0	199 6	3 0	202 6
(b) with 3 years' experience or more	210 0	3 0	213 0	207 6	3 0	210 6
Adult females	156 6	3 0	159 6	154 6	3 0	157 6

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.

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



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No. 214]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WATCHMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1023 of the 24th October, 1951, shall be replaced by the following clause:—

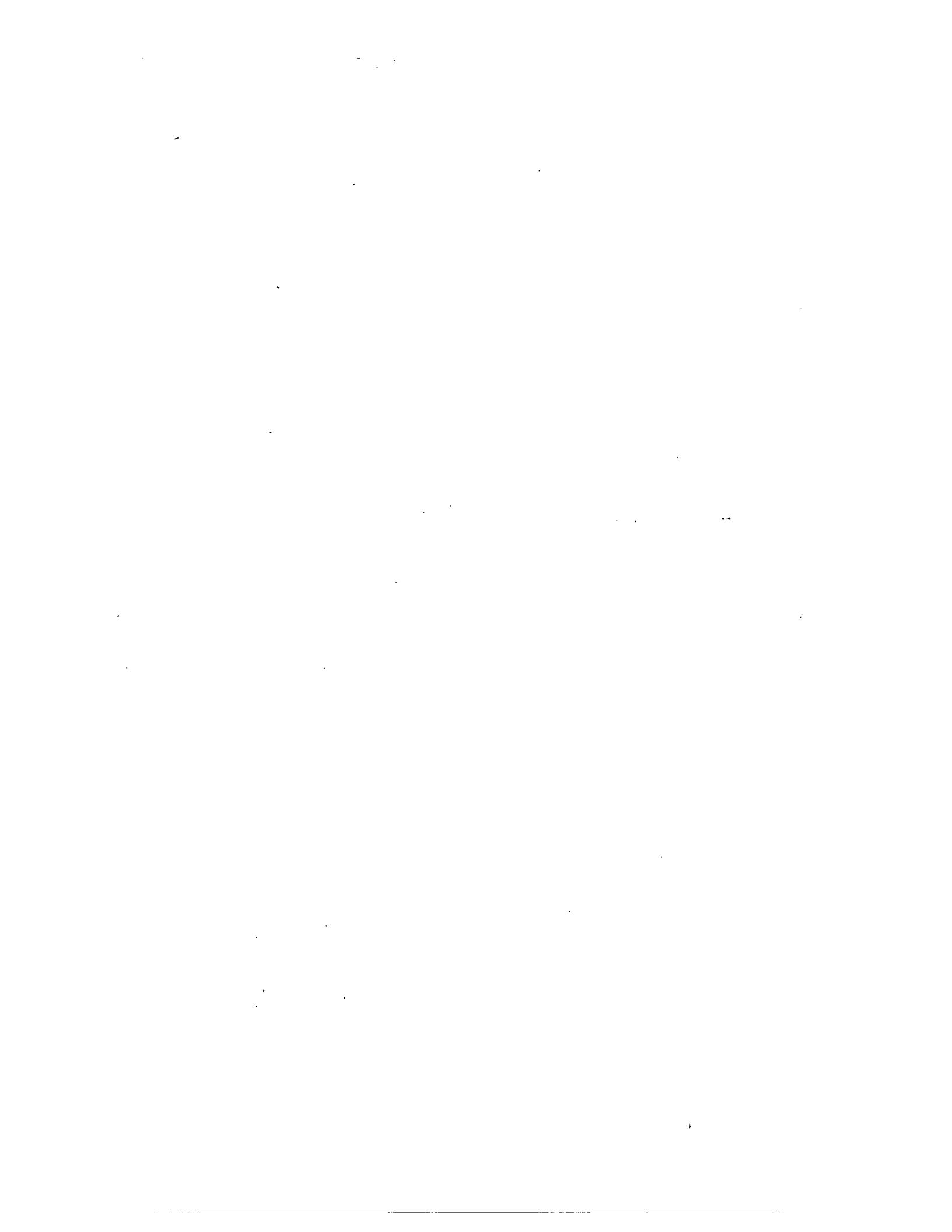
2. WAGES PER WEEK OF 40 HOURS.

Apprentices. (Other than those covered by the Apprenticeship Commission).			Improvers.			Other Employees.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.			£ s. d.
<i>Watchmaking or Watch- making and Clock- making.</i>								
1st year's experience	26	2 14 6	1st year's experience	26	2 14 6			
2nd year's experience	35	3 13 0	2nd year's experience	45	4 14 0	Watchmaker	13 3 0*	
3rd year's experience	48	5 0 6	3rd year's experience	49	5 2 6			
4th year's experience	65	6 16 0	4th year's experience	62	6 9 6	Clockmaker	11 18 0	
5th year's experience	86	8 19 6	5th year's experience	78	8 3 0			
6th year's experience	100 % + 13s.	11 2 0	6th year's experience	95	9 18 6			
<i>Clockmaking only.</i>								
1st year's experience	26	2 14 6						
2nd year's experience	35	3 13 0						
3rd year's experience	48	5 0 6						
4th year's experience	67	7 0 0						
5th year's experience	95	9 18 6						
An amended form of Indenture has been prescribed by the Board.								

* Includes a sum of 2s. as a tool allowance.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each pieceworker shall be added the sum of 92s. Where less than 40 hours are worked in any week by any pieceworker, a proportionate amount of such sum of 92s. shall be added in lieu thereof.

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No. 215]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 703 of the 19th July, 1951, shall be replaced by the following clauses:—

2. Wages per week of 40 hours.

ADULTS.

	Wages Per Week.
	£ s. d.
Welder—	
First class (other than when using Cutler machine)	13 5 6
First class, using Cutler machine	12 8 0
Second class	11 17 0
Third class	11 13 0
Tack welder	11 15 0
Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	11 17 0
Paint spray operator	11 13 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	11 14 6
Scroll maker	11 14 6
Tubular frame maker	11 17 0
Person engaged in erecting woven wire fence or tubular gates	11 17 0
Stump hand	11 10 6
All other adult employees	10 12 0

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 230s. 6d. per week for the first six weeks of such employment in the industry.

LEADING HANDS.

3. 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.

APPRENTICESHIP.

4. The Board has determined that no apprentice shall be taken in the trade.

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be :—

	Percentage of Basic Wage.	Further Additional Loading.	Wages per Week of 40 Hours.
		<i>s. d.</i>	<i>£ s. d.</i>
Under 16 years of age	24	2 0	2 12 0
16 years of age	34	3 0	3 14 0
17 years of age	46	4 0	5 0 0
18 years of age	58	5 0	6 6 0
19 years of age	73	6 0	7 18 6
20 years of age	88	7 0	9 11 0

Provided that the rate payable to any employee shall not 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.

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age, and in addition thereto the further additional loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 16 years, using electric arc or oxy-acetylene blow pipe.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 216]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WIREWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 706 of the 19th July, 1951, shall be replaced by the following clause:—

2.

Wages per week of 40 hours.

Apprentices or Improvers.	Juvenile Workers, i.e. persons under 21 years of age (other than apprentices or improvers).	Other Employees.																																																																																																									
<p style="text-align: center;">Wages Per Week, Apprentices and Improvers.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 15%; text-align: center;">£</th> <th style="width: 15%; text-align: center;">s.</th> <th style="width: 15%; text-align: center;">d.</th> </tr> </thead> <tbody> <tr><td>Under 16 years</td><td style="text-align: center;">2</td><td style="text-align: center;">18</td><td style="text-align: center;">6</td></tr> <tr><td>16 to 17 years</td><td style="text-align: center;">3</td><td style="text-align: center;">19</td><td style="text-align: center;">6</td></tr> <tr><td>17 to 18 years</td><td style="text-align: center;">4</td><td style="text-align: center;">18</td><td style="text-align: center;">0</td></tr> <tr><td>18 to 19 years</td><td style="text-align: center;">6</td><td style="text-align: center;">3</td><td style="text-align: center;">6</td></tr> <tr><td>19 to 20 years</td><td style="text-align: center;">7</td><td style="text-align: center;">12</td><td style="text-align: center;">6</td></tr> <tr><td>20 to 21 years</td><td style="text-align: center;">9</td><td style="text-align: center;">12</td><td style="text-align: center;">6</td></tr> </tbody> </table> <p>Thereafter, Minimum Wage</p> <p style="text-align: center;">PROPORTION.</p> <p>(In any factory or place.)</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 238s. per week.</p> <p>An indenture of apprenticeship prescribed has been approved.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every two workers receiving not less than 238s. per week.</p>		£	s.	d.	Under 16 years	2	18	6	16 to 17 years	3	19	6	17 to 18 years	4	18	0	18 to 19 years	6	3	6	19 to 20 years	7	12	6	20 to 21 years	9	12	6	<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p style="text-align: center;">Wages Per Week.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 15%; text-align: center;">£</th> <th style="width: 15%; text-align: center;">s.</th> <th style="width: 15%; text-align: center;">d.</th> </tr> </thead> <tbody> <tr><td>Under 16 years</td><td style="text-align: center;">2</td><td style="text-align: center;">18</td><td style="text-align: center;">6</td></tr> <tr><td>16 to 17 years</td><td style="text-align: center;">3</td><td style="text-align: center;">19</td><td style="text-align: center;">6</td></tr> <tr><td>17 to 18 years</td><td style="text-align: center;">4</td><td style="text-align: center;">18</td><td style="text-align: center;">0</td></tr> <tr><td>18 to 19 years</td><td style="text-align: center;">6</td><td style="text-align: center;">3</td><td style="text-align: center;">6</td></tr> <tr><td>19 to 20 years</td><td style="text-align: center;">7</td><td style="text-align: center;">12</td><td style="text-align: center;">6</td></tr> <tr><td>20 to 21 years</td><td style="text-align: center;">9</td><td style="text-align: center;">12</td><td style="text-align: center;">6</td></tr> </tbody> </table> <p style="text-align: center;">PROPORTION.</p> <p>One juvenile worker to every six workers receiving not less than 238s. per week.</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <p style="text-align: center;">Wages Per Week</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 15%; text-align: center;">£</th> <th style="width: 15%; text-align: center;">s.</th> <th style="width: 15%; text-align: center;">d.</th> </tr> </thead> <tbody> <tr><td>Under 16 years</td><td style="text-align: center;">2</td><td style="text-align: center;">18</td><td style="text-align: center;">6</td></tr> <tr><td>16 to 17 years</td><td style="text-align: center;">3</td><td style="text-align: center;">19</td><td style="text-align: center;">6</td></tr> <tr><td>17 to 18 years</td><td style="text-align: center;">4</td><td style="text-align: center;">18</td><td style="text-align: center;">0</td></tr> <tr><td>18 to 19 years</td><td style="text-align: center;">6</td><td style="text-align: center;">3</td><td style="text-align: center;">6</td></tr> <tr><td>19 to 20 years</td><td style="text-align: center;">7</td><td style="text-align: center;">12</td><td style="text-align: center;">6</td></tr> <tr><td>20 to 21 years</td><td style="text-align: center;">9</td><td style="text-align: center;">12</td><td style="text-align: center;">6</td></tr> </tbody> </table> <p style="text-align: center;">PROPORTION.</p> <p>One juvenile worker to every adult weaver receiving not less than 238s. per week.</p>		£	s.	d.	Under 16 years	2	18	6	16 to 17 years	3	19	6	17 to 18 years	4	18	0	18 to 19 years	6	3	6	19 to 20 years	7	12	6	20 to 21 years	9	12	6		£	s.	d.	Under 16 years	2	18	6	16 to 17 years	3	19	6	17 to 18 years	4	18	0	18 to 19 years	6	3	6	19 to 20 years	7	12	6	20 to 21 years	9	12	6	<p style="text-align: center;">WAGES.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 15%; text-align: center;">Per Hour.</th> <th style="width: 15%; text-align: center;">Per Week.</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">—</td> <td style="text-align: center;">s. d.</td> <td style="text-align: center;">s. d.</td> </tr> <tr> <td>Wire-workers or Weavers</td> <td style="text-align: center;">5 11½</td> <td style="text-align: center;">238 0</td> </tr> <tr> <td>Tinners</td> <td style="text-align: center;">6 0½</td> <td style="text-align: center;">242 6</td> </tr> <tr> <td>Oxy-welders</td> <td style="text-align: center;">5 11½</td> <td style="text-align: center;">238 0</td> </tr> <tr> <td>Storemen</td> <td style="text-align: center;">5 11½</td> <td style="text-align: center;">238 0</td> </tr> <tr> <td>Paint spraying operators</td> <td style="text-align: center;">5 11½</td> <td style="text-align: center;">238 0</td> </tr> </tbody> </table>		Per Hour.	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Clauses, other than clause 2, of the said Determination shall remain in force.

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



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No. 217]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Abrasives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 147 of the 9th February, 1951, shall be replaced by the following clause :—

2.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Amount.	(b) Other Employees.	
			<i>Abrasive Paper or Cloth.</i>	
<i>Males.</i>			<i>Males.</i>	
1st years' experience	22	s. d. 46 0	Machine operators	218 0
2nd years' experience	31	65 0	All others	212 0
3rd years' experience	42	88 0	<i>Females.</i>	
4th years' experience	57	119 0	All adults	156 6
5th years' experience	73	152 6	<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>	
6th years' experience	84	175 6	Head burners	222 0
7th years' experience	90	188 0	Other burners	218 0
and thereafter the minimum wage.			Surfacers of abrasive articles	215 0
			All others	212 0
			<i>Females.</i>	
			<i>Abrasive Paper or Cloth.</i>	
<i>Females.</i>			<i>Males.</i>	
1st six months' experience	23	s. d. 36 0	Machine operators	218 0
2nd six months' experience	30	47 0	All others	212 0
3rd six months' experience	34	53 0	<i>Females.</i>	
4th six months' experience	41	64 0	All adults	156 6
5th six months' experience	45	70 6	<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>	
6th six months' experience	52	81 6	Head burners	222 0
7th six months' experience	57	89 0	Other burners	218 0
8th six months' experience	65	101 6	Surfacers of abrasive articles	215 0
and thereafter the minimum wage.			All others	212 0

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

(a) *Abrasive Paper or Cloth.*

One improver to each person of the same sex receiving not less than the minimum wage.

(b) *Abrasive Articles (other than Abrasive Paper or Cloth).*

Two improvers to the first adult employed, and thereafter one improver to each adult.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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





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FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 146 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.		(b) ADULTS.					
Males.		Females.					
Experience.	s. d.	Commencing Age.					
		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
1st year's experience..	46 0						
2nd " " " "	65 0						
3rd " " " "	88 0						
4th " " " "	119 0						
5th " " " "	152 6						
6th " " " "	175 6						
7th " " " "	188 0						
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..		39 0	47 0	50 0	61 0	75 0	87 6
2nd " " " "		58 0	64 0	70 6	87 6	97 0	..
3rd " " " "		75 0	83 0	89 0	114 0	..	..
4th " " " "		95 6	103 6	114 0	..	..	..
5th " " " "		114 0	114 0	..	..	..	..
and thereafter the rate prescribed for adults.							
<p style="text-align: center;">PROPORTION.</p> <p>Two male improvers to each male person receiving not less than the rate prescribed for adults. Three female improvers to each female person receiving not less than the rate prescribed for adults.</p>							

Clauses, other than clause 2, of the said Determination for this Section shall remain in force.





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No. 219]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 143 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.			(b) ADULTS.					
Males.			Females.					
Experience.	Percentage of Basic Wage.	s. d.	Experience.	Percentage of Female Basic Wage.	s. d.	Males	s. d.	
1st year ..	22	46 0	1st six months	23	36 0	.. .. .	212	0
2nd	30	62 6	2nd	29	45 6	.. .. .	156	6
3rd	41	85 6	3rd	34	53 0			
4th	56	117 0	4th	41	64 0			
5th	71	148 6	5th	45	70 6			
6th	82	171 6	6th	52	81 6			
7th	87	182 0	7th	57	89 0			
			8th	65	101 6			

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male worker receiving not less than the minimum wage.

Females.

Two improvers to each female person receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951 shall remain in force.

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FRIDAY, FEBRUARY 29.

[1952

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

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Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 142 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.			(b) ADULTS.				
Males.			Females.				
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		
1st year's experience ..	22	46 0	1st six months' experience ..	23	36 0		
2nd " " " ..	32	67 0	2nd " " " " ..	30	47 0		
3rd " " " " ..	42	88 0	3rd " " " " ..	34	53 0		
4th " " " " ..	57	119 0	4th " " " " ..	41	64 0		
5th " " " " ..	73	152 6	5th " " " " ..	45	70 6		
6th " " " " ..	84	175 6	6th " " " " ..	52	81 6	Males	212 0
7th " " " " ..	90	188 0	7th " " " " ..	57	89 0	Females	156 6
			8th " " " " ..	65	101 6		

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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



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No. 221]

FRIDAY, FEBRUARY 29.

[1952

Factories and Shops Acts.

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Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 725 of the 27th July, 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.
File chisel whetter	12 7 0	12 13 6	12 4 0
File inspector—First class	12 2 0	12 8 6	11 19 0
File inspector (other)—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	11 16 0	12 2 6	11 13 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	11 11 0	11 17 6	11 8 0
(b) Thereafter	12 2 0	12 8 6	11 19 0
File cutter—			
(a) First three months' experience as such..	11 11 0	11 7 6	11 8 0
(b) Thereafter	12 2 0	12 8 6	11 19 0
Hand hammer file forger—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	12 2 0	12 8 6	11 19 0
File tang roller—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	12 2 0	12 8 6	11 19 0
File compound controller	12 0 6	12 7 0	11 17 6
File edge grinder—			
(a) First three months' experience as such..	11 14 0	12 0 6	11 11 0
(b) Thereafter	12 0 0	12 6 6	11 17 0
File side grinder—			
(a) First three months' experience as such..	11 14 0	12 0 6	11 11 0
(b) Thereafter	12 0 0	12 6 6	11 17 0
File hardner—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	12 0 0	12 6 6	11 17 0
File point roller—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	12 0 0	12 6 6	11 17 0
File bar clipper—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	11 17 0	12 3 6	11 14 0
File roll flattener—			
(a) First three months' experience as such..	11 11 0	11 17 6	11 8 0
(b) Thereafter	11 17 0	12 3 6	11 14 0

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.
File brander			
(a) First three months' experience as such	11 11 0	11 17 6	11 8 0
(b) Thereafter	11 17 0	12 3 6	11 14 0
Half round or round file grinder—			
(a) First three months' experience as such	11 14 0	12 0 6	11 11 0
(a) Thereafter	11 16 0	12 2 6	11 13 0
File tang and point trimmer—			
(a) First three months' experience as such	11 11 0	11 17 6	11 8 0
(b) Thereafter	11 14 0	12 0 6	11 11 0
File miller—			
(a) First three months' experience as such	11 11 0	11 17 6	11 8 0
(b) Thereafter	11 16 0	12 2 6	11 13 0
File acider	11 16 0	12 2 6	11 13 0
File sand blaster	11 14 6	12 1 0	11 11 6
Semi-automatic hammer file forger	11 14 0	12 0 6	11 11 0
File straightener (hand)	11 14 0	12 0 6	11 11 0
File grinder (other)	11 14 0	12 0 6	11 11 0
File edge setter (machine or hand)	11 14 0	12 0 6	11 11 0
File stripper (machine or hand)	11 14 0	12 0 6	11 11 0
File chisel grinder	11 14 0	12 0 6	11 11 0
File cropper	11 14 0	12 0 6	11 11 0
File point grinder	11 14 0	12 0 6	11 11 0
File safe edger	11 14 0	12 0 6	11 11 0
File tang bluer	11 14 0	12 0 6	11 11 0
File anneal loader	11 12 0	11 18 6	11 9 0
File staightener (machine)	11 11 0	11 17 6	11 8 0
File counter	11 11 0	11 17 6	11 8 0
File drier	11 11 0	11 17 6	11 8 0
File oiler	11 11 0	11 17 6	11 8 0
File paster	11 11 0	11 17 6	11 8 0
File ringer	11 11 0	11 17 6	11 8 0
Other employees with not less than three months' experience in this industry	10 18 0	11 4 6	10 15 0
All others	10 12 0	10 18 6	10 9 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

- Automatic file blanking machine operator
- File bar clipper;
- File brander;
- File cutter;
- File edge grinder;
- File hardener (where a fixture is used);
- File point roller;
- File roll flattener;
- File side grinder;
- File tang and point trimmer;
- File tang roller;
- Hand hammer file forger.

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.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	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.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	7 16 6	8 1 6	7 14 6
All others	75	16 0	8 12 6	8 17 6	8 10 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	3 6	4 5 0	4 7 6	4 4 0
18 years of age	62	4 0	5 1 0	5 4 0	5 0 0
19 years of age	72	4 6	5 17 0	6 1 0	5 15 6
20 years of age	82	5 0	6 13 6	6 17 6	6 11 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 12 0	2 13 6	2 11 6
16 years of age	34	3 0	3 14 0	3 16 6	3 13 0
17 years of age	46	4 0	5 0 0	5 3 0	4 19 0
18 years of age	58	5 0	6 6 0	6 10 0	6 4 6
19 years of age	73	6 0	7 18 6	8 3 6	7 16 6
20 years of age	88	7 0	9 11 0	9 16 6	9 8 6

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.

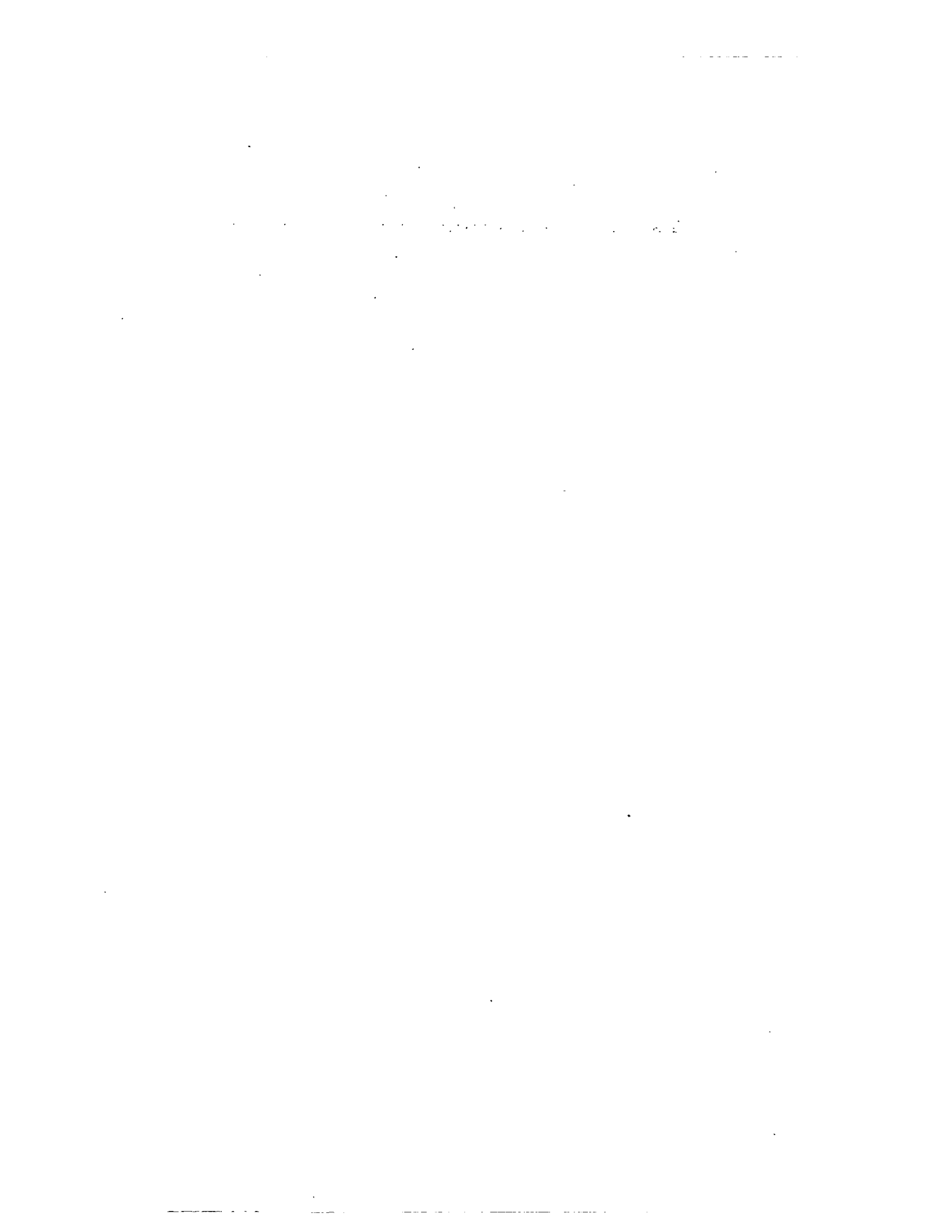
The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) 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 basic wage hereby prescribed for a junior employee of his or her age.

Prohibited Occupations.

- (c) Junior employees shall not be employed :—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles.
using electric arc or oxy acetylene blow pipe.

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





VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TINSMITHS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 1241 of the 30th November, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	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.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class)	13 1 0	13 7 6	12 18 0
Sheet metal worker (2nd class)	12 6 0	12 12 6	12 3 0
Spinner (1st class)	12 10 0	12 16 6	12 7 0
Spinner other	11 15 0	12 1 6	11 12 0
Die setter	11 15 0	12 1 6	11 12 0
Die setter—press operator working from blue prints or plans	12 6 0	12 12 6	12 3 0
Press operator (heavy)	11 13 0	11 19 6	11 10 0
Press operator (light)	11 11 0	11 17 6	11 8 0
Solderer and dipper	11 13 0	11 19 6	11 10 0
Drop hammer stamper	11 13 0	11 19 6	11 10 0
Guillotine operator (as defined)	12 6 0	12 12 6	12 3 0
Guillotine operator (other)	11 11 0	11 17 6	11 8 0
Guttering machinist	11 11 0	11 17 6	11 8 0
Power machinist (not otherwise specified)	11 11 0	11 17 6	11 8 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	13 5 6	13 12 0	13 2 6
1st class, using Cutler machine	12 8 0	12 14 6	12 5 0
2nd class	11 17 0	12 3 6	11 14 0
3rd class	11 13 0	11 19 6	11 10 0
Tack welder	11 15 0	12 1 6	11 12 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand	11 15 0	12 1 6	11 12 0
Canister-maker by hand and riveter by hand	11 15 0	12 1 6	11 12 0
Solderer and dipper	11 11 0	11 17 6	11 8 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	11 15 0	12 1 6	11 12 0
Operator of power capping machines or metal pots on automatic machines	11 13 0	11 19 6	11 10 0
Operator of other power presses and other power machines	11 11 0	11 17 6	11 8 0
Cap solderer (not otherwise classified)	11 11 0	11 17 6	11 8 0

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	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.
<i>(d) Galvanizing.</i>			
Galvanizer	12 2 0	12 8 6	11 19 0
Tinner and grease tinner	12 2 0	12 8 6	11 19 0
Assistant working over metal pot	11 13 0	11 19 6	11 10 0
Pickler	11 12 0	11 18 6	11 9 0
All others in this Division	11 8 0	11 14 6	11 5 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	12 6 0	12 12 6	12 3 0
Spray operator	11 15 0	12 1 6	11 12 0
Grainer, liner, and filler	11 11 0	11 17 6	11 8 0
Painter and lacquerer	11 11 0	11 17 6	11 8 0
Dipper	11 11 0	11 17 6	11 8 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	12 1 0	12 7 6	11 18 0
Fuser on medallions, badges, or buckles	11 11 0	11 17 6	11 8 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	11 12 0	11 18 6	11 9 0
Inspector (other)	11 9 0	11 15 6	11 6 0
Mill hand and mixer	11 12 0	11 18 6	11 9 0
Packer and despatcher	11 16 6	12 3 0	11 13 6
Pickler	11 12 0	11 18 6	11 9 0
Rackman	11 7 0	11 13 6	11 4 0
Sand and shot blaster	12 5 0	12 11 6	12 2 0
Sprayer	11 13 0	11 19 6	11 10 0
Swiller, gripper, and brusher	11 11 0	11 17 6	11 8 0
Other employees with not less than three months' experience in the metal trades industry	10 18 0	11 4 6	10 15 0
Employee not elsewhere classified in any Division	10 12 0	10 18 6	10 9 0
<i>(g) General.</i>			
Process worker	11 11 0	11 17 6	11 8 0
Tool storeman (as defined)	11 12 0	11 18 6	11 9 0
Storeman and/or packer	11 16 6	12 3 0	11 13 6

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 engaged on ship repairs shall be paid the following additional margins:—

Tradesmen	s. d.
.. .. .	4 6 per week.
All other labour	3 0 per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereinafter provided:—

Sheet-metal worker—1st class.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice.
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—1st class;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

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

(j) **WAGES PER WEEK OF 40 HOURS.**

	Percentage of Basic Wage.	War Loading.	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.
<i>Four and Five-year Terms.</i>					
	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	28	0 9	2 19 6	3 1 0	2 18 6
2nd year	39	1 0	4 2 6	4 5 0	4 1 6
3rd year	52	1 6	5 10 0	5 13 6	5 8 6
4th year	82	2 3	8 13 6	8 19 0	8 11 0
5th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>					
1st year	32	0 9	3 7 6	3 9 6	3 6 6
2nd year	52	1 6	5 10 0	5 13 6	5 8 6
3rd year	82	2 3	8 13 6	8 19 0	8 11 0
4th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(m) An apprentice shall not work under any system of payment by results.

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(g) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females 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.	Additional Amount.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul; and within Mikura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>					
Under one month's experience	75	.. .. .	7 16 6	8 1 6	7 14 6
All others	75	16 0	8 12 6	8 17 6	8 10 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	3 6	4 5 0	4 7 6	4 4 0
18 years of age	62	4 0	5 1 0	5 4 0	5 0 0
19 years of age	72	4 6	5 17 0	6 1 0	5 15 6
20 years of age	82	5 0	6 13 6	6 17 6	6 11 6
<i>III.—Male Junior Labour.</i>					
Under 16 years of age	24	2 0	2 12 0	2 13 6	2 11 6
16 years of age	34	3 0	3 14 0	3 16 6	3 13 0
17 years of age	46	4 0	5 0 0	5 3 0	4 19 0
18 years of age	58	5 0	6 6 0	6 10 0	6 4 6
19 years of age	73	6 0	7 18 6	8 3 6	7 16 6
20 years of age	88	7 0	9 11 0	9 16 6	9 8 6

* 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.

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 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.

Prohibited Occupations.

(b) Junior employees shall not be employed:—

- (i) If under the age of 16 years—
using electric arc or oxy-acetylene blow pipe; or
- (ii) If under 18 years of age—
die setting on power presses, or as operators of power driven guillotines.

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



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FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this

22nd day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

COUNTRY PRINTERS BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 1252 of the 7th December, 1951, shall be replaced by the following clause:—

2.

WAGES.

Table A.—Adult Males.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	13 18 6	13 16 6
2	Probationary machine compositor—		
	(a) For a first period of six months' probation	13 8 0	13 6 0
	(b) For a second period of six months' probation	13 11 6	13 9 6
	(c) Thereafter the rate for a machine compositor	13 18 6	13 16 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	13 18 6	13 16 6
4	Proof reader and/or reviser		
	(a) In newspaper and commercial printing offices	13 11 6	13 9 6
	(b) Commercial printing only	13 11 6	13 9 6

* See clause 3 for definition of grades.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..	13 8 0	13 6 0
6	Hand compositor		
7	Sluggier		
8	Bulk hand		
9	Stonehand		
10	Electrotypist		
11	Stereotypist		
12	Letterpress Machinist		
13	Machinist working a flat-bed machine printing from a reel		
14	Lithographic machinist, including lithographic tin printer, lithographic transferror and/or pressman .. .. .			13 8 0	13 6 0
15	Stone and/or plate preparer	11 18 0	11 18 0
16	Ink grinder and/or varnisher	11 13 0	11 11 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	13 8 0	13 6 0
18	Marbler	13 8 0	13 6 0
19	Hand Indexer	13 8 0	..
20	Finisher	13 8 0	..
21	Pocket-book maker	13 8 0	..
22	Loose-sheet cover maker	13 8 0	..
23	Ticket maker, turned in work	13 8 0	..
24	Blotting-pad maker	13 8 0	..
25	Portfolio maker	13 8 0	..
26	Where an employee employed in any class for which a wage is prescribed by items 17 to 25 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage		
27	Map and plan moulder and/or varnisher	13 8 0	..
28	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine	13 8 0	13 6 0
29	Guillotine machine operator		
30	Feeder of any kind of machine	11 16 0	..
31	Storeman, packer and/or despatcher	11 18 0	..
32	Male employee not otherwise specified	11 8 0	11 6 0

* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employee of more than five years' experience employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	9 5 0
2	Female employee not otherwise specified	8 9 0
Female Supervisors.		
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees	9 7 0
	(b) From 9 to 15 employees (both inclusive)	9 16 0
	(c) Over 15 employees	10 2 0

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the undermentioned percentages of the rate plus 2s. prescribed for the classification "Male employee not otherwise specified".

No. of Rate.	Male Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 15 years of age	22	2 10 0
2	Between 15 and 16 years of age	27	3 1 6
3	Between 16 and 17 years of age	35	4 0 0
4	Between 17 and 18 years of age	47	5 7 0
5	Between 18 and 19 years of age	59	6 14 6
6	Between 19 and 20 years of age	72	8 4 0
7	Between 20 and 21 years of age	85	9 14 0

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the rate plus 2s. prescribed for the classification "Hand compositor".

No. of Rate.	Apprentices.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	First year	22½	3 0 6
2	Second year	32½	4 7 6
3	Third year	37½	5 1 0
4	Fourth year	45	6 1 6
5	Fifth year	55	7 8 6
6	Sixth year	75	10 2 6
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the undermentioned percentages of the rate (less 2s.) prescribed for classification 1 of Table B—Adult females.

No. of Rate.	Female Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 17 years of age	30	2 15 0
2	Between 17 and 18 years of age	40	3 13 0
3	Between 18 and 19 years of age	50	4 11 6
4	Between 19 and 20 years of age	60	5 10 0
5	Between 20 and 21 years of age	75	6 17 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner prescribed in clauses 40 and 41 of this Determination.

Clauses, other than clause 2, of the said Determination shall remain in force except that in clause 1 (c) of Schedule "A" the words "an amount of £4 2s. 1d. per week shall be added to the earnings of a pieceworker" shall be altered to read "an amount of £4 13s. 4d. per week shall be added to the earnings of a pieceworker."





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FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this

22nd day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

GAS METER BOARD.

Clauses 2 and 11 of the Determination published in *Government Gazette* No. 1251 of the 7th December, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Makers and/or repairers of gas meters which are assembled by the use of screws, bolts, or rivets.

	(i) Adults.	Total Wage Payable.	
		£	s. d.
Tester other than sound tester	12	0 6
Sound tester	12	0 6
Spray and other painter	12	0 6
Valve grinder other than loose grinder	12	0 6
Assembler and/or repairer	12	0 6

(ii) Junior Employees.

	Percentage of Basic Wage.	Additional Amount.		Total Wage Payable.	
		s.	d.	£	s. d.
Under 16 years of age	24	2	0	2	12 0
16 years of age	34	3	0	3	14 0
17 years of age	46	4	0	5	0 0
18 years of age	58	5	0	6	6 0
19 years of age	73	6	0	7	18 6
20 years of age	88	7	0	9	11 0

(b) Makers and/or repairers of other gas meters.

Apprentices or Improvers.					Other Employees.			
	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.		£ s. d.	s. d.	£ s. d.
1st year—					Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) ..	15 4 4	6 0	15 10 4
1st six months	28	58 6	0 9	59 7 3	Meter maker or repairer ..	12 13 0	6 0	12 19 0
2nd six months	32	67 0	0 9	67 9	Prepayment meter attachment maker ..	13 10 6	6 0	13 16 6
2nd year	40	83 6	1 0	84 6	Caster of gratings and covers ..	13 10 6	6 0	13 16 6
3rd year	54	113 0	1 6	114 6	Head tester—			
4th year	79	165 0	2 3	167 3	(a) where eight or more other testers are employed ..	15 4 0	6 0	15 10 0
5th year	100 +	210 0	3 0	213 0	(b) where four and not more than seven other testers are employed ..	14 14 8	6 0	15 0 8
	1s.				Other tester ..	12 9 0	4 0	12 13 0
PROPORTION (within any place).					Leading diaphragm tier (where two or more other diaphragm tiers are employed) ..	14 3 6	6 0	14 9 6
Apprentices.					Other diaphragm tier, including persons banding, crimping, or wiring ..	12 0 5	3 0	12 3 5
One apprentice to every three or fraction of three workers receiving not less than 212s. per week of 40 hours.					Leading diaphragm cutter, where two or more cutters are employed ..	13 13 7	4 0	13 17 7
Improvers.					Other diaphragm cutter ..	12 7 2	3 0	12 10 2
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 212s. per week of 40 hours.					Rim, disc, or prepayment meter cash box maker ..	12 12 1	4 0	12 16 1
					Machinist (power press) ..	12 1 8	3 0	12 4 8
					Other Machinist ..	11 7 4	3 0	11 10 4
					Assistant machinist ..	10 18 9	3 0	11 1 9
					All others ..	10 9 0	3 0	10 12 0

PIECEWORK PRICES.

11. In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRUM ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.	H.C. 2.				
	per doz. £ s. d.	per doz. £ s. d.				
Ordinary Meters.						
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes ..	29 15 10	33 0 11				
	Lights.					
	2.	3.	5.	10.	20.	
	per doz.	per doz.	per doz.	per doz.	per doz.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes ..	19 8 9	20 3 5	22 17 2	27 8 10	39 16 5	
	High Capacity Meters.					
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.	Capacity, 100 cubic feet per hour £21 10s. 0d. per doz. Capacity, 125 cubic feet per hour £24 13s. 9d. per doz.					

PIECWORK PRICES—continued.

(a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

<p>"P. and C." A.V. 2·200 feet per hour. Open Top Pattern Meters. Making up "P. and C." A.V. 2·200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.</p>	<p>£21 6s. 3d. per doz.</p>
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(b) MAKING TIN DRY PREPAYMENT METERS.

<p>Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.</p>	<p>Capacity, 100 cubic feet per hour £26 10s. 0d. per doz.</p>
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(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs	15 11 4	..	..	..	..	..	..	..
Making rims .. .. .	..	15 11 4	15 11 4	15 11 4	15 11 4	15 11 4	..	..
Making discs .. .. .	..	..	..	..	per doz. discs. 0 12 5½	per doz. discs. 0 18 2½	2 3 10	2 12 1½
Making rims for circular crimped-on diaphragms .. .. .	..	..	per job of 400 rims. 13 6 1	per job of 400 rims. 13 16 2	..	..	..	..

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen. s. d.	per dozen. s. d.
Wiring or tying diaphragms	13 2½	17 3½

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
<i>Ordinary Meters.</i>	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz.:— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by:— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work	80 13 5	62 6 8	66 14 2	44 12 10	44 12 10

PIECEWORK PRICES—continued.
(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	31 4½	31 4½	29 0	34 7½	48 8½	56 9½
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 17 10 5 each meter	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	s. d. 3 7½	..	..	..

	Lights.				
	2.	3.	5.	10.	20.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing tin dry ordinary meters in the following manner:— (a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	7 10	8 9	9 6	10 6	14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0
(iii) Other meters	2 3	2 3	2 3	2 3	2 3

With 191-886 per cent. added.

(g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door	2, 3, 5, 10	0 7	Pipes inside inlet	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs	2, 3, 5, 10	1 4	Other pipes	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge	2, 3, 5, 10	1 0	Galleries	2, 3, 5, 10	1 3 "
	20	1 3		20	1 8 "
Red arms	2, 3, 5, 10	0 4 pair	Guides	2 to 20	0 4 set
	20	0 8 "	Feet	2, 3, 5, 10	0 4 "
Valve arms	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers	2, 3, 5, 10	0 6 "	Rod stuffing boxes	2, 3, 5, 10	0 5 pair
Divisions	2, 3, 5, 10	2 2	Clean valves and set to zero	2	2 0
Half-valve plate	2	2 3		3 and 5	2 4
	3	2 5		10	2 5
	5	2 7	Slot meters extra on above	20	2 11 each
	10	2 9	Taking off and putting on back and front only	..	1 2 each
	20	2 11		2	1 3 pair
New door	2	0 2		3 and 5	1 6 "
Motion wires	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "	Turn-over backs and fronts	20	2 3 "
Throat pieces	2, 3, 5, 10	1 0 "	Condemning	2 to 20	0 5 "
Side chambers	2, 3, 5, 10	0 6 each		2	1 3 "
				3, 5, 10	1 5 "
New sides	2, 3, 5, 10	4 4 pair		20	1 11 "
Tees	2, 3, 5, 10	1 0 "	Piecing cases	2 to 20	0 6 "
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

With 191-886 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.
(ii) All materials for piecework, except that set out in sub-clause (d) of the piecework schedule supplied to the employee in good order and condition.
Clauses, other than clauses 2 and 11, of the said Determination shall remain in force.



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[1952

Factories and Shops Acts.

DETERMINATION OF THE CLERKS (MEAT WORKS) BOARD.

NOTES:—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 25th September, 1951, the Commercial Clerks Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed as clerks, in meat works where killing is done, at work connected directly with the slaughtering of animals for export as meat or with the processing of the carcasses of such animals or the products therefrom, and such power was conferred exclusively on the Clerks (Meat Works) Board.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed as clerks, in meat works where killing is done, at work connected directly with the slaughtering of animals for export as meat or with the processing of the carcasses of such animals or the products therefrom,"—has made the following Determination namely:—

1. That this Determination shall come into force and be operative as from the beginning of the first pay period to commence on or after the 21st December, 1951.

WAGES PER WEEK OF 40 HOURS.

2. (a)

*Improvers.

Males.	Percentage of Basic Wage.	Total Wage.		Females.	Percentage of Female Basic Wage.	Total Wage.	
		Until the Beginning of the First Pay Period to Commence in February, 1952.	Thereafter.			Until the Beginning of the First Pay Period to Commence in February, 1952.	Thereafter.
	%	s. d.	s. d.		%	s. d.	s. d.
Under 16 years of age ..	39	77 0	81 6	Under 16 years of age	44	66 0	69 0
At 16 years of age ..	48	94 6	100 6	At 16 years of age ..	57	85 0	89 0
At 17 years of age ..	59	118 6	123 6	At 17 years of age ..	72	107 0	112 6
At 18 years of age ..	77	153 6	161 0	At 18 years of age ..	83	124 0	130 0
At 19 years of age ..	100 plus 1s. 9d.	200 6	210 6	At 19 years of age ..	95	141 6	148 6
At 20 years of age ..	100 plus 22s. 6d.	221 6	231 6	At 20 years of age ..	100 plus 7s. 9d.	157 0	164 6

* The Board has determined that no apprentice shall be taken to the trade.

PROPORTION (IN ANY PLACE).

One improver to one or two; Two improvers to three or four; Three improvers to five or six
 And thereafter one improver to every three or fraction of three } Workers receiving not less than the minimum Wage.

(b)

Other Employees.

	Total Wage.	
	Until the Beginning of the First Pay Period to Commence in February, 1952.	Thereafter.
	£ s. d.	£ s. d.
Males—(See Clause 3 (c) (vi) when less than 10 are employed)		
Grade "C" (as defined in clause 3)	12 7 6	12 17 6
Grade "B" (as defined in clause 3)	13 2 6	13 12 6
Grade "A" (as defined in clause 3)	14 2 6	14 12 6
Females	9 5 6	9 13 0

GRADINGS.

3. (a) Every employer shall establish at the date of the commencement of this Determination and thereafter as hereinafter provided maintain the following proportions amongst adult male clerks to be graded:—

The number of clerks in Grade "C" shall not exceed 50 per cent. of the clerks employed in each establishment.

The number of clerks in Grade "B" shall be not less than 40 per cent. of the clerks employed in each establishment.

The number of clerks in Grade "A" shall be not less than 10 per cent. of the clerks employed in each establishment, provided that any excess above 10 per cent. at any time graded into Grade (A) may be used to make up the 40 per cent. required to be graded into Grade (B).

(b) The grade to which each clerk is allotted shall be determined by the employer.

(c) The following provisions shall apply to the grading of clerks:—

(i) The clerks to be graded shall comprise all adult male clerks, in the service of each individual employer.

(ii) The clerks in each grade shall comprise those receiving wages within the following ranges:—

Grade C—From the minimum prescribed for Grade C to 14s. per week above that amount.

Grade B—From the minimum prescribed for Grade B to 19s. per week above that amount.

Grade A—From the minimum prescribed for Grade A upwards.

(iii) The foregoing proportions shall be maintained at twelve monthly intervals at dates to be selected by each employer.

(iv) Any clerk who is dissatisfied with his grading may request his employer to review it.

(v) Grading shall be for the purpose only of determining minimum rates of pay.

(vi) Where less than 10 male clerks are employed the grading scale shall not operate and the rate shall be an average of Grades (A), (B) and (C) as prescribed in clause 2.

WEEKLY HOURS.

(Other than Shift Workers).

4. The number of hours to constitute an ordinary week's work shall be forty.

TIMES OF BEGINNING AND ENDING WORK.

(Other than Shift Workers.)

	Time of Beginning.	Time of Ending.
5. On the usual weekly half holiday	7 a.m.	12 noon.
On all other days of the week	7 a.m.	5.30 p.m.

OVERTIME.

(Other than Shift Workers.)

6. All time worked in excess of the hours stated in clause 4, or in excess of eight hours per day, or outside the hours fixed in clause 5 shall be paid for on the prevailing rate, at time and a half for the first four hours and double time thereafter.

An employer may require an employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirements. For the purpose of computing overtime each day's work shall stand alone; provided that in the aggregate the minimum period for which an employee shall be paid overtime shall be half an hour per week.

SHIFT WORK.

7. In this clause—

"Afternoon Shift" means any shift finishing after 6 p.m. and at or before midnight.

"Night Shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

(a) (i) Notwithstanding any other provisions of this Determination an employee may be employed upon shifts, in which case the ordinary hours for a week's work shall be 40, and shall be performed in shifts not exceeding nine hours each in the case of a five-day week and not exceeding eight hours each in the case of a six-day week. A Sunday may be included in either case.

(ii) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional 10 per cent. for an afternoon shift, or an additional 12½ per cent. for a night shift.

(iii) The times of beginning and ending the shift of any employee shall not be altered without at least one week's notice to the employee concerned.

(iv) Twenty minutes shall be allowed to a shift worker for a meal during each shift between the fourth and fifth hour of such shift. Such meal break shall be counted as time worked.

Overtime for Shift Workers.

(b) A shift worker for all time worked—

(i) in excess of the ordinary hours prescribed; or

(ii) on more than six shifts on any seven consecutive days; or

(iii) on a rostered shift off;

shall be paid at the rate of time and a half on the prevailing rate, provided that time worked on any day in excess in the aggregate of ten hours of ordinary time and/or overtime, shall be paid for at the rate of double time on the prevailing rate.

(c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

Saturday, Sunday and Holiday Rates for Shift Workers.

(d) (i) A shift worker whose ordinary working period includes a Sunday or a holiday (as prescribed in clause 10) as an ordinary working day, shall be paid at the rate of time and a half for such ordinary time as occurs on such Sunday or holiday.

(ii) A shift worker whose ordinary working period does not include a Sunday or a holiday (as prescribed in clause 10) as an ordinary working day, shall, if required to work on any such Sunday or holiday, be paid double time for work done on either of such days.

(iii) A shift worker whose ordinary working period includes a Saturday shall in lieu of the shift rate prescribed in clause 7 (a) (ii) hereof, be paid time and a quarter for all work done between midnight Friday and midnight Saturday.

TERMS OF EMPLOYMENT.

8. All employees (other than casuals) willing, ready and available for work shall be paid the full weekly wage fixed herein, irrespective of the number of hours worked not exceeding 40. To terminate employment one week's notice shall be given by either employer or employee or in lieu thereof one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

CASUAL LABOUR.

9. Casual hands, i.e., persons engaged as such employed during any week for not more than one-half of the maximum number of hours fixed in the Determination as a week's work, shall be paid at the rate of time and half on the hourly rate calculated *pro rata* by dividing the weekly rate by the number of hours fixed for a week's work.

HOLIDAYS.

(Other than Shift Workers.)

10. All employees shall be entitled to the same holidays as are observed by the general body of employees in the Department in which they are employed without deduction of pay.

All time worked on such a holiday shall be at the rate of double time.

SUNDAYS.

(Other than Shift Workers.)

11. All time worked on a Sunday shall be paid for at the rate of double time.

ANNUAL HOLIDAY.

12. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(b) In addition to the above, shift workers shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a shift worker, he shall be entitled to have the period of two weeks annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

SICK LEAVE.

13. (a) Any employee who, having had at least three months service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) During the first year—3½ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st December, 1947, shall be disregarded, provided that any accumulated sick leave, not exceeding 160 hour of working time, standing to the credit of the employee on the 1st December, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

TIME AND WAGES RECORDS.

14. Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to a duly-accredited official of the Federated Clerks' Union of Australia during the usual office hours at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

MEAL PERIOD.

15. A meal period of not less than 30 minutes shall be allowed each employee. Such meal period shall be taken not later than five hours after commencing work.

MEAL ALLOWANCE.

16. (a) Any employee who is required to work beyond one hour after the usual finishing hour shall be paid a meal allowance of 5s., such allowance to be paid to the employee prior to the commencement of the meal break.

(b) When overtime is worked in excess of two hours after the usual time of ceasing work, a meal break of not less than 30 minutes shall be allowed. Such meal break shall be taken not more than five hours after the resumption of work from the previous meal period.

BOILING WATER.

17. The employer shall provide facilities to enable the employees to obtain boiling water at meal times and rest periods.

VEHICLE ALLOWANCE.

(Other than Travelling to and from His Place of Employment.)

18. (a) Where an employer requires an employee to use his own bicycle in the performance of his duties such employee shall be paid an allowance at the rate of 7s. 6d. per week for such period as the bicycle is used.

(b) Where an employer requires an employee to use his own motor vehicle in the performance of his duties, such employee shall be paid an allowance of not less than 4½d. per mile with a maximum amount of £3 per week for a motor cycle and 9d. per mile with a maximum amount of £5 12s. 6d. for a motor car.

(c) Where an employer provides a motor vehicle which is used by an employee in the performances of his duties, all expenses, including registration, running, and maintenance of such motor vehicle, shall be paid by the employer.

PROTECTIVE CLOTHING.

19. Where an employee is required by his employer to work in conditions that could cause damage to his clothing such employee shall be supplied with protective clothing, which shall be laundered by his employer.

REST PERIOD.

20. All employees shall be allowed two rest intervals on each day as follows:—

(a) The first ten minutes to be allowed between the time of commencing work and the usual meal interval;

(b) The second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day.

Such intervals are to be counted as part of time worked.

FLOOR COVERING.

21. When an employee is required to work for a period exceeding half an hour on a floor of concrete, stone, or similar material, the employer shall provide suitable floor covering or other insulating material.

PAYMENT OF WAGES.

22. Wages, overtime, and allowance accrued shall be paid not later than Thursday in each week, and shall be paid at or before the cessation of duty. On or with the pay envelope of each employee there shall be endorsed or supplied particulars as follows—

1. Gross amount of salary.
2. Details of deductions.
3. Nett amount.

RIGHT OF ENTRY OF OFFICIALS.

23. For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employer's premises on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as may be mutually arranged by the representative and the employer.

A union representative shall be a duly accredited representative if he be the holder for the time being of a certificate, signed by the State Secretary of that organization and bearing the seal of that organization in the following form, or in a form not materially differing therefrom:—

(Name of Organization.)

This is to certify that is a duly accredited representative of the above-named Organization for all purposes of this Determination.

.....
State Secretary.
Date

(Specimen signature of Holder)
Strictly not transferable.

MAINTENANCE OF FORMER RATES.

24. Nothing in this Determination shall have the effect of reducing the wage any employee was receiving prior to the 21st December, 1951.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages set out for adult males in clause 2 are based upon the following basic wage rate, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rate shall be automatically adjusted as prescribed by clause 26.

Basic Wage.

Place.	Basic Wage. (Adjustable)	Index Number Set Assigned.
	£ s. d.	
Throughout the State	10 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1952, the amount of the basic wage shall be as prescribed in clause 25.

(c) During each future successive period beginning with the first pay period to commence in a May an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANDES, J.P., Chairman.
J. V. WHILOX, Secretary.

Melbourne, 6th February, 1952.



VICTORIA GOVERNMENT GAZETTE.

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No. 226]

FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 1239 of the 30th November, 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 Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	13 5 6	13 12 0	13 2 6
Annealer and/or case hardener	12 11 6	12 18 0	12 8 6
Brassfinisher (tradesman)	13 1 0	13 7 6	12 18 0
Brassfinisher (2nd class)	12 6 0	12 12 6	12 3 0
Brass polisher	11 19 0	12 5 6	11 16 0
Blacksmith's machinist	11 17 0	12 3 6	11 14 0
Brass-smith, coppersmith, or other smith	13 2 6	13 9 0	12 19 6
Fitter and/or turner	13 1 0	13 7 6	12 18 0
Fitter, turbine blade	13 5 6	13 12 0	13 2 6
Forger and/or faggoter	13 19 6	14 6 0	13 16 6
Heat treater	13 5 6	13 12 0	13 2 6
Inspector	13 16 6	14 3 0	13 13 6
Key-seating machinist	12 6 0	12 12 6	12 3 0
Locksmith	13 1 0	13 7 6	12 18 0
Machine setter	13 1 0	13 7 6	12 18 0
Machinist—1st class	13 1 0	13 7 6	12 18 0
Machinist—2nd class	12 6 0	12 12 6	12 3 0
Machinist—3rd class	11 17 0	12 3 6	11 14 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	13 5 6	13 12 0	13 2 6
Motor cycle mechanic	12 16 6	13 3 0	12 13 6
Motor mechanic	13 1 0	13 7 6	12 18 0
Mould polisher	11 15 0	12 1 6	11 12 0
Patternmaker	13 14 0	14 0 6	13 11 0
Pipe fitter on low pressure work	12 6 0	12 12 6	12 3 0
Process worker	11 11 0	11 17 6	11 8 0
Refrigeration mechanic or serviceman	13 1 0	13 7 6	12 18 0
Safe maker and/or repairer (security work)	13 1 0	13 7 6	12 18 0
Scalesmaker and/or adjuster	13 1 0	13 7 6	12 18 0
Scientific instrument maker	13 14 0	14 0 6	13 11 0
Toolmaker	13 14 0	14 0 6	13 11 0
Toolsmith	13 5 6	13 12 0	13 2 6
Wet stone grinder and glazier (tradesman)	13 1 0	13 7 6	12 18 0
Welder—1st class (other than when using Cutler machine)	13 5 6	13 12 0	13 2 6
Welder—1st class (using Cutler machine)	12 8 0	12 14 6	12 5 0
Welder—2nd class	11 17 0	12 3 6	11 14 0
Welder—3rd class	11 13 0	11 19 6	11 10 0

Wages per Week of 40 Hours.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourn; 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.
Welder—tack	11 15 0	12 1 6	11 12 0
Jobbing moulder and/or coremaker	13 1 0	13 7 6	12 18 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	11 17 0	12 3 6	11 14 0
2nd six months' experience	12 0 0	12 6 6	11 17 0
3rd six months' experience	12 3 0	12 9 6	12 0 0
Thereafter	12 8 0	12 14 6	12 5 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry	10 18 0	11 4 6	10 15 0
Employee not elsewhere classified	10 12 0	10 18 6	10 9 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	13 2 6	13 9 0	12 19 6
Cash register mechanic	13 2 6	13 9 0	12 19 6
Tradesman	13 1 0	13 7 6	12 18 0
First-class mechanic	12 11 6	12 18 0	12 8 6
Second-class mechanic	12 8 0	12 14 6	12 5 0
Process worker	11 11 0	11 17 6	11 8 0
Other employees with not less than three months' experience in the metal trades industry	10 18 0	11 4 6	10 15 0
Employee not elsewhere classified	10 12 0	10 18 6	10 9 0

Note.—Employees engaged on ship repairs shall be paid the following additional margins:—

Tradesmen	4 6 per week.
All other labour	3 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Provided that an employee in an electrical supply undertaking 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.

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 apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

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 convertor sub-stations which are in regular operation.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—1st class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed. Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

- In the trades of—
 Welder—1st class;
 Motor mechanic; and
 Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman.

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made, the employer shall covenant to pay wages of not less than such rates.

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

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Special Loading.	Total Wage Payable—		
			Within 20 Miles 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.
Four and five-year terms—					
1st year	28	0 9	2 19 6	3 1 0	2 18 6
2nd year	39	1 0	4 2 6	4 5 0	4 1 6
3rd year	52	1 6	5 10 0	5 13 6	5 8 6
4th year	82	2 3	8 13 6	8 19 0	8 11 0
5th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0
Four-year terms—Apprentice commencing after the age of 17 years—					
1st year	32	0 9	3 7 6	3 9 6	3 6 6
2nd year	52	1 0	5 10 0	5 13 6	5 8 6
3rd year	82	2 3	8 13 6	8 19 0	8 11 0
4th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(m) An apprentice shall not work under any system of payment by results.

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	War Loading.	Total Wage Payable—		
			Within 20 Miles 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.
	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	28	0 9	2 19 6	3 1 0	2 18 6
2nd year	39	1 0	4 2 6	4 5 0	4 1 6
3rd year	52	1 6	5 10 0	5 13 6	5 8 6
4th year	82	2 3	8 13 6	8 19 0	8 11 0
5th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

(b) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females 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.	Additional Amount.	War Loading.	Total Wage Payable—		
				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.
	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under one month's experience ..	75	0 0	..	7 18 6	8 1 6	7 14 6
All others	75	16 0	..	8 12 6	8 17 6	8 10 6
<i>II.—Junior Females.</i>						
17 years of age and under	52	3 6	..	4 5 0	4 7 6	4 4 0
18 years of age	62	4 0	..	5 1 0	5 4 0	5 0 0
19 years of age	72	4 6	..	5 17 0	6 1 0	5 15 6
20 years of age	82	5 0	..	6 13 6	6 17 6	6 11 6
<i>III.—Junior Males.</i>						
Under 16 years of age	24	2 0	..	2 12 0	2 13 6	2 11 6
16 years of age	34	3 0	..	3 14 0	3 16 6	3 13 0
17 years of age	46	4 0	..	5 0 0	5 3 0	4 19 0
18 years of age	58	5 0	..	6 6 0	6 10 0	6 4 6
19 years of age	73	6 0	..	7 18 6	8 3 6	7 16 6
20 years of age	88	7 0	..	9 11 0	9 16 6	9 8 6
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistance to a furnaceman.						
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	24	2 0	1 0	2 13 0	2 14 6	2 12 6
16 years of age	32	2 6	1 9	3 11 0	3 13 0	3 10 0
17 years of age	58	5 0	3 0	6 9 0	6 13 0	6 7 6
18 years of age	73	6 0	4 0	8 2 6	8 7 6	8 0 6
19 years of age and over	88	7 0	4 6	9 15 6	10 1 0	9 13 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 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.

(c) 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 basic wage hereby prescribed for a junior employee of his or her age.

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.

Prohibited Occupations.

(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—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

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



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FRIDAY, FEBRUARY, 29.

[1952

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, 1952.

Dated at Melbourne, this
26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 721 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warramboul Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
MALES.			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
Brass finisher, tradesman	s. d. 261 0	s. d. 267 6	s. d. 258 0
Carpenter on maintenance work	261 0	267 6	258 0
Coremaker, jobbing	261 0	267 6	258 0
Die maker (see "toolmaker")	255 6	202 0	252 6
Die setter	265 6	272 0	262 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	261 0	267 6	258 0
Electrical fitters	261 0	267 6	258 0
Electrical mechanic	261 0	267 6	258 0
Fitter and/or turner, tradesman	232 0	238 6	229 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	261 0	267 6	258 0
Jigmaker, in wood or metal	261 0	267 6	258 0
Machinist (metal), first class	246 0	252 6	243 0
Machinist (metal), second class	237 0	243 6	234 0
Machinist (metal), third class	261 0	267 6	258 0
Machinist (wood) (see "wood machinist")	274 0	280 6	271 0
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")	261 0	267 6	258 0
Panel worker, tradesman	274 0	280 6	271 0
Pattern maker			

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warramboul Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	265 6	272 0	262 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	261 0 246 0	267 6 252 6	258 0 243 0
Saw doctor	265 6	272 0	262 6
Smith, tradesman	262 6	269 0	259 6
Template maker	267 0	273 6	264 0
Tool maker, tool hardener, and die maker (in wood or metal)	274 0	280 6	271 0
Tradesman, the greater part of whose time is occupied marking off	265 6	272 0	262 6
Trimmer, tradesman (on development work)	260 0	266 6	257 0
Turner (see "Fitter and/or turner").			
Welder, first class	264 6	271 0	261 6
Welder, second class	248 0	254 6	245 0
Welder, third class	237 0	243 6	234 0
Welder, fourth class	232 6	239 0	229 6
Wood machinist, first class	255 6	262 0	252 6
<i>Production.</i>			
Acid washer	242 0	248 6	239 0
Air hammer operator	248 0	254 6	245 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	234 0	240 6	231 0
Assembler (aero engine)	261 0	267 6	258 0
Assembler and/or wirer, chassis	241 0	247 6	238 0
Assembler, cushion and squab spring	238 0	244 6	235 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	248 0	254 6	245 0
Assembler of bodies or parts of bodies "on the line" ..	255 6	262 0	252 6
Assembler of chassis parts independently of main assembly	241 0	247 6	238 0
Assembler, windscreen frame	238 0	244 6	235 0
Axle maker	261 0	267 6	258 0
Axle turner	261 0	267 6	258 0
Band and/or jig sawyer, trim	248 0	254 6	245 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	251 0	257 6	248 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	237 0	243 6	234 0
Body maker, first class	261 0	267 6	258 0
Body maker, second class	255 6	262 0	252 6
Body mounter	241 0	247 6	238 0
Bow socket enameller (see "enameller")			
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	246 6 237 0	253 0 243 6	243 6 234 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	249 0	255 6	246 0
Cold setter	240 0	246 6	237 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand)	255 6	262 0	252 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press	255 6	262 0	252 6
Dipper and hangar (paint)	231 0	237 6	228 0
Dipper, solder or tin	237 0	243 6	234 0
Drier	233 0	239 6	230 0
Driller (Panel)	235 0	241 6	232 0
Driller (Other)	237 0	243 6	234 0
Drop hammer smith— (a) When dies are not used (b) When dies are used	262 6 237 0	269 0 243 6	259 6 234 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	232 6	239 0	229 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim)	248 0	254 6	245 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class	261 0	267 6	258 0
Electroplater, second class	246 0	252 6	243 0
Electroplater, third class	230 0	236 6	227 0
Enameller, bow socket	234 6	241 0	231 6
Enameller in colours and/or varnisher (finishing coat brush)	255 6	262 0	252 6
Folding machine operator	238 0	244 6	235 0
Frame operative (cushion and squabs)	238 0	244 6	235 0
Furnace brazer	246 6	253 0	243 6
Furnaceman	237 0	243 6	234 0
Garnish mould bender and/or shaper (see "Bender and/or shaper")			
Garnish mould finisher	248 0	254 6	245 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal)	237 0	243 6	234 0
Grinder and/or buffer (metal) using portable machine	242 0	248 6	239 0
Guillotine machinist	238 0	244 6	235 0
Hammer driver, steam, pneumatic or other power	232 6	239 0	229 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department)	227 0	233 6	224 0
Labourer assisting without using tools (chassis assembly)	227 0	233 6	224 0
Liner	255 6	262 0	252 6
Machinist (metal), first class	261 0	267 6	258 0
Machinist (metal), second class	246 0	252 6	243 0
Machinist (metal), third class	237 0	243 6	234 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal)	246 6	253 0	243 6
Marker-out or scriber (using patterns or templates)	236 0	242 6	233 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder	239 0	245 6	236 0
Painter, coach (brush)	255 6	262 0	252 6
Painter, spray (on coats other than priming)	255 6	262 0	252 6
Painter, spray and/or brush (on prime coats)	242 0	248 6	239 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	234 6	241 0	231 6
Painter's labourer	229 0	235 6	226 0
Panel beater, first class	261 0	267 6	258 0
Panel beater, second class	255 6	262 0	252 6
Panel edge turner	246 0	252 6	243 0
Panel fixer, metal	238 0	244 6	235 0
Panel machinist (other)	237 0	243 6	234 0
Panel worker, dent knocker and/or metal finisher	255 6	262 0	252 6
Paster (trim)	239 0	245 6	236 0
Petrol tank operative	239 0	245 6	236 0
Pickler	237 0	243 6	234 0
Plate glass beveller	251 0	257 6	248 0
Plate glass cutter	251 0	257 6	248 0
Plate glass driller	251 0	257 6	248 0
Plate glass grinder	234 6	241 0	231 6
Pleat stuffer	237 0	243 6	234 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs	246 0	252 6	243 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure)	247 0	253 6	244 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	231 0	237 6	228 0
Press operator (light)	236 0	242 6	233 0
Process worker	231 0	237 6	228 0
Riveter on motor truck or wagon body	255 6	262 0	252 6
Riveter, chassis	241 0	247 6	238 0
Riveter, other (up to and including 3/4-in. rivet)	238 0	244 6	235 0
Rotary buff operator—			
(a) While doing dent knocking	255 6	262 0	252 6
(b) While not doing dent knocking on the line	248 0	254 6	245 0
Rotary shearing machinist	246 0	252 6	243 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork)	233 0	239 6	230 0
Screwer and/or tapper	232 6	239 0	229 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 6 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	237 0	243 6	234 0
Smith tradesmen	262 6	269 0	259 6
Solderer, "on the line"	255 6	262 0	252 6
Solderer not "on the line"	248 0	254 6	245 0
Solderer (on other than body work)	248 0	254 6	245 0
Spotter and/or touch-up	255 6	262 0	252 6
Spray painter (see "Painter, spray")			
Spring fitter	261 0	267 6	258 0
Spring maker, cushion and squab	255 6	262 0	252 6
Spring maker, laminated	261 0	267 6	258 0
Spring maker, spiral (by hand)	246 6	253 0	243 6
Spring service worker	237 0	243 6	234 0
Squab and/or cushion maker	255 6	262 0	252 6
Stopper-up	241 0	247 6	238 0
Stove attendant, electric	238 0	244 6	235 0
Strap maker	237 0	243 6	234 0
Stretching machine operator	238 0	244 6	235 0
Striker	232 0	238 6	229 0
Tapper (see "Screwdriver and/or tapper").			
Tester	237 0	243 6	234 0
Timber kiln attendant	229 0	235 6	226 0
Timber orderman	236 0	242 6	233 0
Timber stacker	230 0	236 6	227 0
Touch-up (see "Spotter and/or touch-up").			
Transfer grainer	240 0	246 6	237 0
Trimmer, sectional (on the line)	251 0	257 6	248 0
Trimmer, sectional (off line)	246 0	252 6	243 0
Trimmer, tradesman (including cutter by hand)	255 6	262 0	252 6
Tube maker	234 6	241 0	231 6
Tyre fitter	234 6	241 0	231 6
Uni-shear operator	237 0	243 6	234 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyceman	240 0	246 6	237 0
Washer using phenyl, petrol, kerosene, &c.	232 0	238 6	229 0
Welder, "A" grade	264 6	271 0	261 6
Welder, "B" grade	257 0	263 6	254 0
Welder, federal aluminium	248 0	254 6	245 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	248 0	254 6	245 0
Welder, electric spot and butt	238 0	244 6	235 0
Wet rubber and/or polisher (paint)	242 0	248 6	239 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	255 6	262 0	252 6
Wood machinist, second class	246 0	252 6	243 0
Writer	261 0	267 6	258 0
<i>Horse-drawn Vehicles.</i>			
Axle maker	255 6	262 0	252 6
Axle turner	255 6	262 0	252 6
Grainer	255 6	262 0	252 6
Nave mortise and boring machinist	236 0	242 6	233 0
Nave turner	249 0	255 6	246 0
Signwriter	255 6	262 0	252 6
Spoke lather	249 0	255 6	246 0
Spoke planer	249 0	255 6	246 0
Spoke tenoner	249 0	255 6	246 0
Spoke throater	249 0	255 6	246 0
Timber bender	249 0	255 6	246 0
Wheelwright and wheel maker	255 6	262 0	252 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker	261 0	267 6	258 0
Pitman	246 6	253 0	243 6
Wheel grinder	246 6	253 0	243 6
Wheel turner	261 0	267 6	258 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation	241 0	247 6	238 0
Driver of chassis and/or new vehicle	235 0	241 6	232 0
Case maker	234 6	241 0	231 6
Case repairer	231 0	237 6	228 0

The rates in clause 2 include war loadings.

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work:—

Working or attending the following machines:—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be:—

	Per Week of 40 Hours.
	£ s. d.
Under one month's experience	7 16 6
All others	8 12 6
(b) The rates payable to female under the age of 21 years shall be:—	
For the first six months	4 11 6
For the second six months	5 9 0
Thereafter until 21 years of age	6 6 6

APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 - (ii) Trimmer (Production).
 - (iii) Axle maker.
 - (iv) Saw doctor.
- (b) Minors other than indentured apprentices shall not be kept at the following occupations:—
- (i) Electrical fitter.
 - (ii) Electrical mechanic.
 - (iii) Electro-plater, first class.
 - (iv) Fitter and/or turner.
 - (v) Metal machinist, first class.
 - (vi) Pattern maker.
 - (vii) Welder (first class only).
 - (viii) Body maker, first class.
 - (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 - (x) Tradesman panel worker and panel beater (first class).
 - (xi) Trimmer, development and/or repair work.
 - (xii) Wood machinist (first class).
- (c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.
- In the trade of electrical mechanic, the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.
- The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.
- (d) The periods of apprenticeship shall be as follows:—
If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.
- (e) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

Cancellation or Suspension of Indenture.

- (f) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—
- (i) by mutual consent;
 - (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
 - (iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

- (g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body making or electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

(h) (a) Apprentices—

Wages.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Five-year terms—			
First year	59 6	61 0	58 6
Second year	92 6	85 0	81 6
Third year	110 0	113 6	108 6
Fourth year	173 6	179 0	171 0
Fifth year	215 0	221 6	212 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
First year	67 6	69 6	66 6
Second year	110 0	113 6	108 6
Third year	173 6	179 0	171 0
Fourth year	215 0	221 6	212 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Sick Leave, Public Holidays, and Annual Leave.

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

(j) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services shall not be deemed to begin until the said additional day or days shall have been served provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(o) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(p) Apprentices attending technical colleges or schools for prescribed courses and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(q) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age	2 12 0	2 13 6	2 11 6
16 years of age	3 14 0	3 16 6	3 13 0
17 years of age	5 0 0	5 3 0	4 19 0
18 years of age	6 6 0	6 10 0	6 4 6
19 years of age	7 18 6	8 3 6	7 16 6
20 years of age	9 11 0	9 16 6	9 8 6

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

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

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VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this

26th day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 724 of the 27th July, 1951, shall be replaced by the following clause:—

JUNIORS.

WAGES PER WEEK OF 40 HOURS

2. (a)

Woollen and Worsted Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age	37	3 18 6	Under 16 years of age	49	3 18 0
16 years of age	43	4 11 0	At 16 years of age	54	4 6 0
16½ years of age	47	4 19 6	At 16½ years of age	61	4 17 0
17 years of age	51	5 8 0	At 17 years of age	66	5 5 0
17½ years of age	56	5 18 6	At 17½ years of age	72	5 14 6
18 years of age	67	7 2 0	At 18 years of age	77	6 2 6
18½ years of age	74	7 17 0	At 18½ years of age	83	6 12 0
19 years of age	80	8 9 6	At 19 years of age	89	7 1 6
19½ years of age	90	9 11 0	At 19½ years of age	95	7 11 0
20 years of age	95	10 1 6	At 20 years of age	100	7 19 0
20½ years of age	100 plus 1s.	10 13 0	At 20½ years of age	100 plus 7s.	8 6 0

JUNIORS—continued.
WAGES PER WEEK OF 40 HOURS—continued.
Other Sections.

Males.	Percentage of Male Basic Wage.	—		Females.	Percentage of Female Basic Wage.	—	
		£	s. d.			£	s. d.
Under 16 years of age	37	3	18 6	Under 16 years of age	49	3	18 0
16 years of age	43	4	11 0	At 16 years of age	54	4	6 0
16½ years of age	47	4	19 6	At 16½ years of age	60	4	15 6
17 years of age	51	5	8 0	At 17 years of age	66	5	5 0
17½ years of age	56	5	18 6	At 17½ years of age	73	5	16 0
18 years of age	67	7	2 0	At 18 years of age	78	6	4 0
18½ years of age	74	7	17 0	At 18½ years of age	84	6	13 6
19 years of age	80	8	9 6	At 19 years of age	89	7	1 6
19½ years of age	90	9	11 0	At 19½ years of age	96	7	12 6
20 years of age	95	10	1 6	At 20 years of age	100	7	19 0
20½ years of age	100	10	12 0				

PROPORTION (within any factory).

The proportion of juniors employed 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.

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

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

OTHER EMPLOYEES.
ADULT MALES.

Woolen and Worsted Section.

(d)

	Wages per Week of 40 Hours.
	£ s. d.
Wool Sorting Department—	
Assistant foreman and/or overlooker	13 7 0
Wool sorter	13 2 0
Wool Store, Wool Scouring and Carbonising Department—	
Assistant foreman and/or overlooker	12 17 0
Neutraliser attendant overlooking bowls in carbonising plant	12 6 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls	12 6 6
Neutraliser attendant	12 1 0
Acid bowl attendant	12 1 0
Burr crushing machine attendant	11 19 0
Dryer attendant	11 19 0
Trucker, presser and storeman and/or packer substantially employed as such	11 19 0
Dock hand	11 19 0
All other machine operators and/or attendants (including breaker and feeder)	11 19 0
Waste and/or Willeying Process—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Blender, bedder and blend oiler	12 0 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant	11 19 0
Waste-sorter, baler and presser, including presser of noils	11 19 0
Collector, conveyor and other attendant	11 19 0
Carding Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand, head fettler, and/or man responsible for grinding cards	12 6 0
Fettler and/or card grinder's assistant	12 1 0
Attendant employed on condensers or cans	11 19 0
Man employed on feeds	11 19 0
Combing Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Comb mechanic	12 3 0
Comb minder	12 1 0
Backwash machine operator	12 1 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant	11 19 0
Pin Setting Department—	
Assistant foreman and/or overlooker	13 7 0
Pin setter—	
1st year's experience	11 14 0
2nd year's experience	12 0 0
Thereafter—	
Comb circle and/or French comb cylinder setter	13 2 0
Faller pin setter and/or porcupine setter	12 13 0
Roller Covering Department—	
Roller coverer—	
1st year's experience	11 12 0
2nd year's experience	11 18 0
Thereafter	12 10 0
Roller coverer's assistant	11 12 0

OTHER EMPLOYEES—continued.
ADULT MALES—continued.
Woollen and Worsted Section—continued..

	Wages per Week of 40 Hours.
	£ s. d.
Drawing, Spinning, Twisting and Winding (including Weft) Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Jobber	12 3 0
Winder (fully automatic)	12 1 0
Winder	11 19 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant	11 19 0
Tape hand	11 19 0
Taker-off examiner	11 19 0
Doffer	11 8 0
Mule Spinning Department—	
Worsted :—	
Assistant foreman and/or overlooker	12 17 0
Man in charge of one pair of mules	12 9 0
Roller coverer (covering rollers for mule and French spinning department)	11 19 0
Piecer	11 19 0
Woollen :—	
Assistant foreman and/or overlooker	12 17 0
Man in charge of one pair of mules	12 6 0
Piecer	11 19 0
Warping Department—	
Assistant foreman and/or overlooker	12 17 0
Combined warping and sizing machine operator	12 7 0
Fancy warper, warper on double-faced rugs, warper using waving attachment	12 7 0
Plain warper and/or beamer	12 1 0
Size machine hand	11 19 0
Creeler	11 11 0
Warp Drawing-in and Warp Twisting-in Department—	
Assistant foreman and/or overlooker	12 17 0
Warp typing machine operator	11 19 0
Drawer and/or twister-in—	
1st year's experience	11 11 0
2nd year's experience	11 18 0
Thereafter—	
Drawer-in	12 13 0
Twister-in	12 7 0
Warp tier	11 15 0
Weaving Department—	
Assistant foreman and/or overlooker	13 7 0
Loom tuner—	
Jacquard looms—	
1st year's experience	11 15 0
2nd year's experience	12 2 0
Thereafter	13 2 0
Box looms—	
1st year's experience	11 15 0
2nd year's experience	12 2 0
Thereafter	13 2 0
Automatic looms—	
1st year's experience	11 14 0
2nd year's experience	12 1 0
Thereafter	12 19 0
Plain looms—	
1st year's experience	11 12 0
2nd year's experience	12 0 0
Thereafter	12 16 0
Pattern weaver	12 10 0
Weaver—	
First six months' experience	11 15 0
Thereafter	12 2 0
Card and/or chain maker	11 19 0
Beam lifter and loom gaiter	11 19 0
Grey percher	11 19 0
Grey percher's assistant	11 14 0
Piece taker-in	11 14 0
Battery filler	11 8 0
Piece Scouring Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator	12 1 0
Wet crabber operator	12 1 0
Hydro extractor operator	11 19 0
Piece scutching machine attendant	11 19 0
Mangle and/or wringer operator	11 19 0
Grey room attendant	11 19 0
Bagging machine attendant	11 19 0
Dyeing, Yarn Scouring and/or Bleaching Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Man responsible for weighing dye-stuffs	12 2 0
Man employed on non-shrink process	12 1 0
Wet crabber operator	12 1 0
Hydro extractor operator	11 19 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant	11 19 0
Conditioning house employee (wherever employed)	11 15 0
Conveyor	11 15 0
Hank stripper	11 8 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Woolen and Worsted Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
Finishing Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Sulphur house hand (for time engaged on sulphur house work)	12 4 0
Examiner of finished cloth	12 4 0
Examiner of finished cloth assistant	11 18 0
Percher during finishing process	12 2 0
Piece carboniser	12 1 0
Man engaged on unshrinkable finishing process	12 1 0
Cloth cutting or cropping machine attendant	12 1 0
Wet crabber operator	12 1 0
Dry milling machine attendant	11 19 0
Tenter and/or stonter attendant	11 19 0
Raising machine attendant	11 19 0
Brushing and/or steaming machine attendant	11 19 0
Dry blowing machine attendant	11 19 0
Dewing machine attendant	11 19 0
Napping machine attendant	11 19 0
Cloth facing machine attendant	11 19 0
Selvedge stamping machine attendant	11 19 0
Pile beating machine attendant	11 19 0
Electric press operator	11 19 0
Rotary press operator	11 19 0
Press setter or other press attendant	11 19 0
Rigging, folding and/or cutting machine attendant	11 19 0
Tiger machine attendant	11 19 0
Mechanical cloth shrinking machine attendant	11 19 0
Passer of domestic flannel and/or blankets	11 19 0
Other operators and/or attendants	11 19 0
Fingering Yarn Department—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Sulphur house employee (for time on sulphur house work)	12 4 0
Scouring machine attendant	11 19 0
Liquor tank, dye and/or bleach machine attendant	11 19 0
Drying machine attendant	11 19 0
Conditioning house employee (wherever employed)	11 15 0
Conveyor	11 15 0
Hank stripper and/or puller	11 8 0
Warehouse (Yarn and/or Cloth)—	
Assistant foreman and/or overlooker	12 17 0
Leading hand	12 6 0
Rolling and/or blocking machine attendant	11 19 0
Employee responsible for cutting measured lengths from finished cloth	11 19 0
Storeman, packer, baler and/or despatcher	11 19 0
General—	
Man in charge water softening plant	12 1 0
Wool-top packer	12 0 0
Yarn storoman	11 19 0
Recorder	11 19 0
Storeman and/or packer (not elsewhere included)	11 19 0
Oiler and/or cleaner	11 15 0
Other adult males in any section not elsewhere included	10 15 0
Cotton Section.	
Leading hands—	
Leading hand in charge of more than seven employees—10s. per week extra	
Leading hand in charge of not more than seven employees—5s. per week extra	
Spinning.	
Bale store—	
Man in charge of receipt of bales, storage and putting mixings down	11 16 0
All other adult males	11 8 0
Blow room—	
Blow room major	12 10 0
Leading hand where no blow-room major employed	12 5 0
Scutcher tenter	12 0 0
Feeder	11 14 0
Carding—	
Card room jobber	12 10 0
Stripper and grinder	12 5 0
Stripper	11 19 0
Derby doubler	11 19 0
Condenser tenter	11 19 0
Can tenter	11 15 0
Lap carrier	11 8 0
Combing—	
Needler—	
1st year's experience	11 14 0
2nd year's experience	12 0 0
Thereafter	12 12 0
Jobber	12 10 0
Comber tenter	11 19 0
Sliver and/or ribbon lap tenter	11 15 0
Draw frames—	
Draw-frame tenter	11 15 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Cotton Section—*continued.*

											Wages per Week of 40 Hours.		
											£	s.	d.
<i>Spinning—continued.</i>													
<i>Slubbers—</i>													
Slubber tenter	..	..	..	..	..	..	..	..	..	..	11	19	0
Backer tenter	..	..	..	..	..	..	..	..	..	..	11	8	0
<i>Intermediate—</i>													
Intermediate tenter	..	..	..	..	..	..	..	..	..	..	11	19	0
Back tenter	..	..	..	..	..	..	..	..	..	..	11	8	0
<i>Rovers—</i>													
Rover tenter	..	..	..	..	..	..	..	..	..	..	11	19	0
Back tenter	..	..	..	..	..	..	..	..	..	..	11	8	0
<i>Ring spinning—</i>													
Ring jobber	..	..	..	..	..	..	..	..	..	..	12	10	0
Ring spinner	..	..	..	..	..	..	..	..	..	..	11	19	0
Head doffer	..	..	..	..	..	..	..	..	..	..	11	14	0
Doffer and/or gaiter	..	..	..	..	..	..	..	..	..	..	11	8	0
<i>Mule spinning—</i>													
Man in charge of one pair of mules	..	..	..	..	..	..	..	..	..	..	12	10	0
Piecer	..	..	..	..	..	..	..	..	..	..	11	15	0
<i>Winding and reeling—</i>													
Winding jobber	..	..	..	..	..	..	..	..	..	..	12	10	0
Automatic Winding machine attendant	..	..	..	..	..	..	..	..	..	..	11	15	0
Winder and/or Reeler	..	..	..	..	..	..	..	..	..	..	11	17	0
Packer	..	..	..	..	..	..	..	..	..	..	11	11	0
<i>Doubling and cabling—</i>													
Doubling jobber	..	..	..	..	..	..	..	..	..	..	12	10	0
Doubler, twister and/or cabler	..	..	..	..	..	..	..	..	..	..	11	19	0
Doffer	..	..	..	..	..	..	..	..	..	..	11	8	0
<i>General—</i>													
Roller—coverer	..	..	..	..	..	..	..	..	..	..	12	10	0
Roller—coverer's assistant	..	..	..	..	..	..	..	..	..	..	11	12	0
Yarn warehouseman (in charge of more than three operatives)	..	..	..	..	..	..	..	..	..	..	12	10	0
Yarn warehouseman (in charge of three or less than three operatives)	..	..	..	..	..	..	..	..	..	..	12	0	0
Yarn warehouse operator and/or attendant	..	..	..	..	..	..	..	..	..	..	11	15	0
Hard-waste-breaking machine feeder	..	..	..	..	..	..	..	..	..	..	11	14	0
Linker of hanks for dyeing and bleaching	..	..	..	..	..	..	..	..	..	..	11	8	0
Tapeman and/or bandman	..	..	..	..	..	..	..	..	..	..	11	8	0
Recorder	..	..	..	..	..	..	..	..	..	..	11	17	0
Layer-on, set weigher and/or bobbin carrier	..	..	..	..	..	..	..	..	..	..	11	8	0
Storeman and/or packer	..	..	..	..	..	..	..	..	..	..	11	11	0
Laborer (trucker, conditioner, wheeler and/or carrier)	..	..	..	..	..	..	..	..	..	..	11	8	0
Waste man	..	..	..	..	..	..	..	..	..	..	11	12	0
Sweeper	..	..	..	..	..	..	..	..	..	..	11	8	0
Oiler and/or cleaner	..	..	..	..	..	..	..	..	..	..	11	15	0
All adult males in any section not elsewhere specified	..	..	..	..	..	..	..	..	..	..	10	15	0
<i>Weaving.</i>													
<i>Winding—</i>													
Winding jobber	..	..	..	..	..	..	..	..	..	..	12	10	0
Automatic winding machine attendant	..	..	..	..	..	..	..	..	..	..	11	15	0
Winder	..	..	..	..	..	..	..	..	..	..	11	17	0
<i>Warping and Beaming—</i>													
Warper and/or beamer	..	..	..	..	..	..	..	..	..	..	12	1	0
Creeler	..	..	..	..	..	..	..	..	..	..	11	11	0
<i>Sizing—</i>													
Slasher-sizer—Leading hand if no foreman employed	..	..	..	..	..	..	..	..	..	..	13	2	0
Assitant slasher-sizer	..	..	..	..	..	..	..	..	..	..	11	19	0
Slasher's laborer	..	..	..	..	..	..	..	..	..	..	11	11	0
Dry taping machine operator	..	..	..	..	..	..	..	..	..	..	11	19	0
Dry taping machine operator's assistant	..	..	..	..	..	..	..	..	..	..	11	11	0
<i>Warp Drawing-in and twisting-in—</i>													
Drawer-in	..	..	..	..	..	..	..	..	..	..	12	3	0
Twister-in	..	..	..	..	..	..	..	..	..	..	12	3	0
Warp tier-in (hand)	..	..	..	..	..	..	..	..	..	..	11	19	0
Warp tying-in machine attendant	..	..	..	..	..	..	..	..	..	..	11	14	0
Reacher-in	..	..	..	..	..	..	..	..	..	..	11	11	0
<i>Loom tuning—</i>													
<i>Automatic and jacquard loom tuner—</i>													
1st year's experience	..	..	..	..	..	..	..	..	..	..	12	5	0
2nd year's experience	..	..	..	..	..	..	..	..	..	..	12	10	0
Thereafter	..	..	..	..	..	..	..	..	..	..	13	2	0
<i>Box loom tuner—</i>													
1st year's experience	..	..	..	..	..	..	..	..	..	..	12	5	0
2nd year's experience	..	..	..	..	..	..	..	..	..	..	12	10	0
Thereafter	..	..	..	..	..	..	..	..	..	..	12	16	0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Carpets—continued.</i>	
Winding department—	
Leading hand in winding	12 6 0
Slasher size hand	12 4 0
Beamer	11 16 0
Bobbin winder	11 16 0
Cheese winder	11 16 0
Weaving department—	
Loom tuner—	
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—	
1st year's experience	11 15 0
2nd year's experience	12 4 0
Thereafter	13 2 0
Wilton plain loom—	
1st year's experience	11 12 0
2nd year's experience	12 1 0
Thereafter	12 16 0
Weavers—	
Gripper loom, spool gripper loom and spool Axminster loom—	
1st six months' experience	11 18 0
2nd six months' experience	12 4 0
Thereafter	12 10 0
Wilton, jacquard loom—	
1st six months' experience	11 18 0
2nd six months' experience	12 4 0
Thereafter	12 8 0
Wilton plain loom	12 2 0
Loom creeler	11 12 0
Finishing department—	
Shearing machine	12 0 0
Brushing	11 16 0
Steaming machine	11 16 0
Roll and measuring machine	11 16 0
Back starching	11 16 0
Other machine operator and/or attendant	11 16 0
Warehouse—	
Leading hand in warehouse	12 6 0
Other warehousemen	11 15 0
General—	
Solderer	11 19 0
Card stamper	11 19 0
Oiler and cleaner	11 15 0
Other male labour not elsewhere specified	10 15 0
<i>Elastic Webbing.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Loom tuner—	
1st year's experience	12 5 0
2nd year's experience	12 10 0
Thereafter	12 16 0
Textile mechanic—	
1st year's experience	11 15 0
2nd year's experience	12 0 0
Thereafter	12 6 0
Weaver—	
1st six months' experience	11 16 0
2nd six months' experience	12 2 0
Thereafter	12 5 0
Braider—	
1st year's experience	11 16 0
2nd year's experience	12 2 0
Thereafter	12 5 0
Rubber—coverer—	
1st year's experience	11 16 0
2nd year's experience	12 0 0
Thereafter	12 2 0
Warper	12 1 0
Rubber warper	12 2 0
Dye house employees	11 19 0
Winder	11 17 0
Finishing machine operator	11 19 0
Yarn storeman	11 15 0
Storeman, packer and/or despatcher	11 11 0
Oiler and/or cleaner	11 15 0
Other adult male not elsewhere specified	10 15 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Mercerising.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Warp mercerising—	
Man in charge	12 7 0
Machine operator and/or attendant	11 19 0
Quiller operator and/or attendant	11 17 0
Twister	11 19 0
Reller	11 17 0
Winder	11 17 0
Yarn storeman	11 15 0
Packer and/or despatcher	11 19 0
Oiler and/or cleaner	11 15 0
Other adult males not elsewhere specified	10 15 0
<i>Printing.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Roller machine printer	12 10 0
Man engraving designs on copper rollers	12 10 0
All other employees engaged on roller machine printing process	11 19 0
Textile and Fabric printer (hand painting)	12 5 0
Textile and fabric printer (screen printing)—	
1st six months' experience	11 12 0
Thereafter	12 2 0
Printing room and/or screen room assistant	11 11 0
Measuring blocking machine operator and/or attendant	11 19 0
Calendar operator and/or attendant	11 19 0
Dye-house—machine operator and/or attendant	11 19 0
Stenter operator and/or attendant	11 19 0
Festoon dryer attendant	11 19 0
Leading hand employed on steaming	12 5 0
Leading hand employed on colour mixing	12 5 0
Colour mixing assistants	11 15 0
Warehouse—operator and/or attendant	11 15 0
Roller grinder	11 19 0
Examiner of finished fabrics	11 19 0
Recorder	11 15 0
Storeman and/or packer	11 11 0
Percher	11 19 0
Oiler and/or cleaner	11 15 0
Other adult males not elsewhere specified	10 15 0

ADULT FEMALES.

(e)

Woollen and Worsted Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Combing department—			
Comb minder	8 1 6	8 8 0	8 14 6
Back-wash machine attendant	8 1 6	8 8 0	8 14 6
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant	8 1 6	8 7 6	8 13 6
Drawing, spinning, twisting and Winding (including weft) department—			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant	8 1 6	8 7 6	8 13 6
Winder (fully automatic)	8 1 6	8 8 0	8 14 6
Winder	8 1 6	8 7 6	8 13 6
Roller-coverer (covering rollers for mules and french spinning department)	8 1 6	8 7 6	8 13 6
Taker-off and examiner	8 1 6	8 7 6	8 13 6
Doffer	8 1 6	8 4 6	8 7 6
Warping department—			
Fancy warper, warper on double-faced rugs and warper using waving attachment	8 1 6	8 10 6	8 19 6
Plain warper	8 1 6	8 9 0	8 16 6
Creeler	8 1 6	8 7 6	8 13 6
Warp drawing-in and warp twisting-in department—			
Warp tier and/or reacher-in	8 1 6	8 7 6	8 13 6
Weaving department—			
Pattern weaver	9 6 6	9 6 6	9 6 6
Weaver	8 1 6	8 10 6	8 19 6
Battery filler	8 1 6	8 4 6	8 7 6
Mending department—			
Assistant forewoman	9 16 6	9 16 6	9 16 6

OTHER EMPLOYEES—*continued.*
ADULT FEMALES—*continued.*
Woolen and Worsted Section—*continued.*

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<i>Mending department—continued.</i>			
Examiner and passer of pieces after mending	8 13 6	8 14 6	9 6 6
Worsted mender and/or darning	8 10 6	8 10 6	8 19 6
Other menders and/or darners	8 1 6	8 8 6	8 16 6
Other examiners and/or passers of pieces	8 1 6	8 7 6	8 13 6
Knottier and burler	8 1 6	8 7 6	8 13 6
Picker	8 1 6	8 7 6	8 13 6
Whipping machinist	8 1 6	8 7 6	8 13 6
Rug fringer	8 1 6	8 7 6	8 13 6
Numbering machine operator	8 1 6	8 7 6	8 13 6
<i>Fingering yarn department (including warehouse)—</i>			
Hank reeler	8 1 6	8 7 6	8 13 6
Examiner of hanks	8 1 6	8 7 6	8 13 6
Balling machine attendant	8 1 6	8 7 6	8 13 6
Maker-up of shade-cards and/or tassels	8 1 6	8 7 6	8 13 6
Buncher, bundler and/or tier	8 1 6	8 6 0	8 10 6
Parceller and/or boxer	8 1 6	8 7 6	8 13 6
Ticketeer and/or tabber	8 1 6	8 6 0	8 10 6
<i>Warehouse (Yarn and/or cloth)—</i>			
Machine operator and/or attendant	8 1 6	8 7 6	8 13 6
Other warehouse employees, including packer	8 1 6	8 4 6	8 7 6
<i>General—</i>			
Recorder	8 1 6	8 7 6	8 13 6
Sorter of noils and/or waste	8 1 6	8 7 6	8 13 6
All other females in any section not elsewhere specified	8 1 6	8 1 6	8 1 6

Cotton Section.

<i>Carding—</i>			
Can tenter	8 1 6	8 8 0	8 13 6
<i>Combing—</i>			
Comber tenter	8 1 6	8 8 0	8 13 6
Sliver and/or ribbon lap tenter	8 1 6	8 6 6	8 11 6
<i>Drawing—</i>			
Draw frame tenter	8 1 6	8 7 6	8 13 6
<i>Slubbers—</i>			
Slubber tenter	8 1 6	8 7 6	8 13 6
Back tenter	8 1 6	8 4 6	8 7 6
<i>Intermediate —</i>			
Intermediate tenter	8 1 6	8 7 6	8 13 6
Back tenter	8 1 6	8 4 6	8 7 6
<i>Rovers—</i>			
Rover tenter	8 1 6	8 7 6	8 13 6
Back tenter	8 1 6	8 4 6	8 7 6
<i>Ring spinning—</i>			
Head doffer	8 13 6	8 13 6	8 13 6
Ring spinner	8 1 6	8 7 6	8 13 6
Doffer and/or gainer	8 1 6	8 4 6	8 7 6
<i>Winding and/or reeling—</i>			
Winder and/or reeler	8 1 6	8 7 6	8 13 6
Automatic winding machine attendant	8 1 6	8 7 0	8 12 6
<i>Doubling and cabling—</i>			
Doubler, twister and/or cabler	8 1 6	8 7 6	8 13 6
Doffer	8 1 6	8 4 6	8 7 6
<i>General—</i>			
Roller-coverer	8 1 6	8 7 6	8 13 6
Roller-coverer's assistant	8 1 6	8 4 6	8 7 6
Recorder	8 1 6	8 7 6	8 13 6
Yarn tester and/or wrapper	8 1 6	8 6 0	8 10 6
Packer	8 1 6	8 4 6	8 7 6
Adult females in any section not elsewhere specified	8 1 6	8 1 6	8 1 6

Weaving.

<i>Winding—</i>			
Winder	8 1 6	8 7 6	8 13 6
Automatic winding machine attendant	8 1 6	8 7 0	8 12 6
<i>Warping and beaming—</i>			
Warper and/or beamer	8 1 6	8 7 6	8 16 6
Creeler	8 1 6	8 4 6	8 7 6
<i>Warp drawing-in—</i>			
Drawer-in	8 7 6	8 13 6	8 19 6
Twister-in	8 7 6	8 13 6	8 19 6
Reacher-in	8 1 6	8 7 6	8 13 6
<i>Weaving—</i>			
Weaver	8 1 6	8 10 6	8 19 6
Battery-filler and/or weft carrier	8 1 6	8 4 6	8 7 6
<i>Grey room—</i>			
Cloth examiner and picker	8 1 6	8 7 6	8 13 6
Machine operators	8 1 6	8 7 6	8 13 6
Assistant machine operators	8 1 6	8 6 0	8 10 6

OTHER EMPLOYEES—continued.

ADULT FEMALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<i>Weaving—continued.</i>			
Warehouse—			
Warehouse employee	8 1 6	8 4 6	8 7 6
Packer, Parceller and/or despatcher	8 1 6	8 7 6	8 13 6
Cloth examiner—finished cloth	8 9 6	8 14 6	9 6 6
Folding, rolling or block machine attendant	8 1 6	8 7 6	8 13 6
Automatic guillotine attendant	8 1 6	8 7 6	8 13 6
Folders and feeders	8 1 6	8 4 6	8 7 6
Warehouse machinists	8 1 6	8 7 6	8 13 6
Warehouse finishers	8 1 6	8 7 6	8 13 6
Decoudon attendants	8 1 6	8 7 6	8 13 6
Warehouse employees (towel section) nor elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller)	8 1 6	8 7 6	8 13 6
General—			
Recorder	8 1 6	8 7 6	8 13 6
Splicer and creeler	8 1 6	8 4 6	8 7 6
Hand wash women	8 1 6	8 7 6	8 13 6
Adult females in any section not elsewhere specified	8 1 6	8 1 6	8 1 6
<i>Miscellaneous Section.</i>			
Braids, tassels, labels and ribbons—			
Weaver	8 1 6	8 8 6	8 19 6
Warper	8 1 6	8 8 6	8 16 6
Other machine operators and/or attendants	8 1 6	8 7 6	8 13 6
Recorder	8 1 6	8 7 6	8 13 6
Warehouse employees, including packers	8 1 6	8 4 6	8 7 6
Winder	8 1 6	8 7 6	8 13 6
Finisher	8 1 6	8 7 6	8 13 6
Cord spinner	8 1 6	8 7 6	8 13 6
Tassel hands (cordage)	8 1 6	8 7 6	8 13 6
Other adult females not elsewhere specified	8 1 6	8 1 6	8 1 6
Carpets—			
Assistant forewomen and/or overlooker	9 8 6	9 8 6	9 8 6
Weaver	8 1 6	8 10 6	8 19 6
Setter and spool setter	8 1 6	8 9 0	8 16 6
Creeler	8 1 6	8 7 6	8 13 6
Threader	8 1 6	8 7 6	8 13 6
Examiner and mender	8 1 6	8 7 6	8 13 6
Card stamper and lacer	8 1 6	8 7 6	8 13 6
Winder	8 1 6	8 7 6	8 13 6
Whipper, fringer, trimmer and picker	8 1 6	8 7 6	8 13 6
Other machine operators and/or attendants	8 1 6	8 7 6	8 13 6
Other females not elsewhere specified	8 1 6	8 1 6	8 1 6
Elastic webbing—			
Warper	8 1 6	8 7 6	8 13 6
Winder	8 1 6	8 7 6	8 13 6
Examiner and carder	8 1 6	8 7 6	8 13 6
Tagging machine operator	8 1 6	8 7 6	8 13 6
Packer and/or despatcher	8 1 6	8 5 0	8 7 6
Other adult females not elsewhere specified	8 1 6	8 1 6	8 1 6
Mercerising—			
Quiller operator and/or attendant	8 1 6	8 7 6	8 13 6
Reeler	8 1 6	8 7 6	8 13 6
Winder	8 1 6	8 7 6	8 13 6
Packer	8 1 6	8 4 6	8 7 6
Recorder	8 1 6	8 7 6	8 13 6
Other adult females not elsewhere specified	8 1 6	8 1 6	8 1 6
Printing—			
Technical drawer and/or designer	8 1 6	8 7 6	8 13 6
Textile fabric printer (hand painting)	8 1 6	8 7 6	8 13 6
Textile fabric printer (screen printing)	8 1 6	8 4 6	8 7 6
Printing room and/or screen room assistant	8 1 6	8 7 6	8 13 6
Examiner of finished fabrics	8 1 6	8 7 6	8 13 6
Percher	8 1 6	8 7 6	8 13 6
Percher's assistant	8 1 6	8 4 6	8 7 6
Storewomen	8 1 6	8 4 6	8 7 6
Recorder	8 1 6	8 4 6	8 7 6
Packer and /or warehouse-woman	8 1 6	8 4 6	8 7 6
Measuring and blocking machine operator and or attendant	8 1 6	8 7 6	8 13 6
Other adult female employees not elsewhere specified	8 1 6	8 1 6	8 1 6

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

Clauses, other than clause 2, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 29.

[1952

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, 1952.

Dated at Melbourne, this
26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette*, No 141 of the 9th February, 1951, shall be replaced by the following clause:—

c.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.	
	Percentage of Basic Wage.	s. d.		s. d.
Under 16 years of age	24	50 0	Foreman in charge	238 0
16 years of age and under 17 years	34	71 0	(i) All others of three months' or more experience	223 0
17 years of age and under 18 years	61	127 6	(ii) All others of less than three months' experience	212 0
18 years of age and under 19 years	77	161 0		
19 years of age and under 21 years	92	192 6		
PROPORTION (in any place.)				
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.				

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

