VICTORIA

GOVERNMENT GAZETTE.

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No. 347] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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	89 0
16 years of age	57	121 0
17 years of age	69	146 6
18 years of age	90	191 0
19 years of age	100 + 29 0	241 0
20 years of age	100 + 35 6	247 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 skinners or boners	14 11 0
Grader who grades for the export trade	14 16 6
Females washing, processing and/or packing rabbits	14 2 6
All others	14 2 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. 4·6d. per 100
Skinning rabbits (heads on)	8s. 4·5d. per 100
Skinning hares	24s. 10·1 d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber)	2·6925d. 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.

No. 347.—4418/52.—PRICE 3D.

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No. 348] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance af 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

RETAIL DAIRY BOARD.

Clause 2 of the Determination published in *Goverment Gazette* No. 694 of the 19th July, 1951, shall be replaced by the following clause:—

2.

Improvers.				
Wages Per Week of 40 Hours.				
—	Shift Workers.		All Others.	
	Percentage of Basic Wage.	Amount.	Percentage of Basic Wage.	Amount.
		s. d.		s. d.
Under 16 years ..	..	.. .	50	*106 0
16–17 years ..	..	..	58	*123 0
17–18 years ..	..	..	66	*140 0
18–19 years ..	84	*178 0	75	*159 0
19–20 years ..	92	*195 0	84	*178 0
20–21 years ..	98	*208 0	90	*191 0

PROPORTION (IN ANY PLACE).

Wales.

One improver to every eight or fraction of eight workers receiving not less than 230s. 6d. per week of 40 hours.

Other Employees.		
Wages.*		
—	Per Week of 40 Hours.	
	Shift Workers.	All Others.
	Weekly Wage.	Weekly Wage.
	s. d.	s. d.
Manager	*266 6	*255 6
Foreman	*261 6	*250 6
Operator of—		
Pasteurizer	*247 6	*236 6
Separator or milk cooler ..	*242 6	*231 6
Washer or sterilizer of cans or bottles	*242 6	*231 6
All others	*241 6	*230 6

* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 11s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

* An additional amount of 20s. per week shall be paid to all employees provided—

(i) that this amount shall not be paid to any employee who absents himself from work without reasonable excuse on any day he is so required to work; and

(ii) sub-clause (i) hereof shall not apply to the rostered day off or to an employee who is absent on sick leave pursuant to clause 11.

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

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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GOVERNMENT GAZETTE.

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No. 349] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the power 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

ROAD PATROLMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 486 of the 4th May, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
All employees covered by this Determination	13	4	0

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

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

No. 349.—4420/52.—PRICE 3D.

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No. 350] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour

SALTWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 102 of the 30th January, 1951, shall be replaced by the following clause:—

2. (*a*) WAGES.

(*a*) Apprentices, Improvers or Juvenile Workers (Day Shifts).

Males.	Percentage of Basic Wage.	Amount Per Week of 40 Hours. s. d.
14 years of age	29	61 6
15 years of age	36	76 6
16 years of age	45	95 6
17 years of age	58	123 0
18 years of age	73	155 0
19 years of age	89	188 6
20 years of age	100 plus 5s.	217 0

Females.	Percentage of Female Basic Wage.	Amount Per Week of 40 Hours. s. d.
16 years of age	34	54 0
17 years of age	38	60 6
18 years of age	47	74 6
19 years of age	57	90 6
20 years of age	69	109 6

Apprentices or Improvers.

PROPORTION (in any place).

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

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

Juvenile Workers.

Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing sewing-up bags, or pressing salt.

Other Employees (Day Shifts).

MALES.

—	Per Week of 40 Hours. s. d.
Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—	
Foreman—i.e., one who has the control of more than six men	250 6
Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men	243 0
Truckman or brakeman—	
(*a*) Power trucks	242 0
(*b*) Horse trucks or wagons	237 0
Operator of mechanical salt excavator	255 0
Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith	244 6
Plate layer in charge of the laying down and/or repairing of permanent line	243 0
Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building	248 0
Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building ..	243 0
Salt loaders from stacks	240 0
Employees in charge of movement of sea water and engaged in preparation of brine	240 0
Thatcher of salt stacks	240 0
Stack builder, where mechanical stackers are used ..	240 0
All others	237 0

No. 350.—4423/52.—PRICE 3D.

WAGES—*continued.*

(a) Apprentices, Improvers or Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
	MALES.	
	—	Per Week of 40 Hours.
	Shed and Factory Hands.	
	Persons employed treating, crushing, or refining salt:—	s. d.
	Shed hand in charge of seven or more men	250 0
	Shed hand in charge of six or less men	243 0
	Shed hand who is required to stack	237 0
	Shift Foreman—	
	In charge of a wet and dry plant	258 0
	In charge of a dry plant	250 0
	In charge of a wet plant	250 0
	Millwrights	250 0
	Hydro Operator	240 6
	Tutosal Operator, i.e., an employee responsible for mixing	235 6
	All Others	234 0
	By-products Section.	
	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	244 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	243 0
	All others	237 0
	FEMALES.	
	All Adults	159 0

(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.

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

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No. 351] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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:—

2. WAGES.

Apprentices and Improvers.

—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.
	%	s. d.
Under 16 years of age ..	31	65 6
16 years of age ..	40	85 0
17 ,, ,, ..	49	104 0
18 ,, ,, ..	58	123 0
19 ,, ,, ..	68	144 0
20 ,, ,, ..	77	163 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.

Other Employees.

—	Wages Per Week of 40 Hours.
	s. d.
Leading hand in charge of four or more employees	223 0
Powder monkey employed in sand pit ..	225 0
Nozzleman	216 0
Ploughman	216 0
Tipman	216 0
Scoopman	216 0
Shoveller	216 0
Shaft sinker	223 0
Pneumatic pickman	221 0
Jumperman	221 0
Pickman	216 0
Drivers—	
One horse	215 0
Two horses	218 0
Three horses	221 0
Motor vehicle having maker's capacity of—	
25 cwt. or less	221 0
Over 25 cwt., but not over 3 tons ..	225 0
Over 3 tons, but under 6 tons	228 0
All others	212 0

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

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No. 352] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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.

Juvenile Workers.

—	Per Week of 40 Hours.			
	Female Juveniles Employed at Selecting.		All Other Juvenile Workers.	
	Percentage of Female Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
16 years of age or under	78	124 0	58	123 0
17 years of age	99	157 6	74	157 0
18 ,, ,, ...	100 + 23s.	182 0	91	193 0
19 ,, ,, ...	100 + 44s.	203 0	100 + 8s.	220 0
20 ,, ,, ...	..	Adult female rate	100 + 44s.	256 0

—	Per Week of 40 Hours.		
	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
Other Employees.	s. d.	s. d.	s. d.
Females employed at selecting	230 0	4 0	234 0
Other persons employed at casing factories	288 0	4 0	292 0

—	Wages per Day.		
	Monday to Friday, inclusive.		
	Daily Rate.	War Loading (Non-Adjustable).	Total Daily Wage.
	s. d.	d.	s. d.
Pullers-off and strippers	57 $7\frac{1}{5}$	$9\frac{3}{5}$	58 $4\frac{4}{5}$

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

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

No. 352.—4425/52.—PRICE 3D.

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No. 353] **THURSDAY, MAY 15.** **[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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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	17	0
Waterman	12	6	0
Groundsman	12	6	0
Maintenance Work.			
Ganger (i.e., a man in charge of over six men)	12	11	0
Leading hand (i.e., a man in charge of from three to six men)	12	5	0
All others	11	16	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.

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

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

No. 353.—4426/52.—PRICE 3D.

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No. 354] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination published in Government Gazette No. 1159 of the 16th November, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages per Week of 40 Hours.

—	Males. Per-centage of Basic Wage.	Males. — s. d.	Females. Per-centage of Female Basic Wage.	Females. — s. d.
Under 16 years ..	30	63 6	34	54 0
16 years	47	99 6	45	71 6
17 years	63	133 6	55	87 6
18 years	80	169 6	64	102 0
19 years	96	203 6	75	119 0
20 years	100 plus 13s.	225 0	85	135 0

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.

PROPORTION (IN ANY SHOP OR PLACE).

APPRENTICES.

Males.

One male apprentice to every three or fraction of three male persons receiving not less than 246s. per week of 40 hours.

Females.

One female apprentice to every three or fraction of three female persons receiving not less than 169s. 6d. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.

IMPROVERS.

Males.

Two male improvers to one
Four „ „ „ two
Five „ „ „ three
Six „ „ „ four
Seven „ „ „ five
Eight „ „ „ six
Nine „ „ „ seven
Ten „ „ „ eight
} male persons receiving not less than 246s. per week of 40 hours.

and thereafter one additional male improver to every two or fraction of two additional.

Other Employees.

Wages per Week of 40 Hours.

—	Within the Metropolitan District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell. s. d.	All other parts of Victoria where this Determination applies. s. d.
MALES.		
Manager of a shop or head salesman, *i.e.*, the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department ..	274 0	271 0
Salesmen	249 0	246 0
Persons employed in the parcels or country order office, or as packers, porters, or storemen ..	249 0	246 0

Improvers.	Other Employees.		
	Wages per Week of 40 Hours.		
		Within the Metropolitan District the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
PROPORTION (IN ANY SHOP OR PLACE). IMPROVERS. *Females.* Two female improvers to one Four „ „ „ two Five „ „ „ three Six „ „ „ four Seven „ „ „ five Eight „ „ „ six Nine „ „ „ seven Ten „ „ „ eight } female persons receiving not less than 169s. 6d. per week of 40 hours and thereafter one additional female improver to every two or fraction of two additional. Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.	FEMALES.	*s. d.*	*s. d.*
	Manageress of a shop or head saleswoman, *i.e.*, the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department	274 0	271 0
	Saleswomen	174 6	169 6

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. 355] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 657 of the 21st June, 1951, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Males.

Wages per Week of 40 Hours.

—	Commencing Age. Under 16 years.	16 years.	17 years.	18 years or over.
	s. d.	s. d.	s. d.	s. d.
1st year	72 0	104 0	104 0	127 0
2nd year	104 0	127 0	127 0	159 0
3rd year—				
1st 6 months	127 0	159 0	159 0	205 6
2nd 6 months	148 6	169 6	169 6	217 0
4th year—				
1st 6 months	159 0	180 0	205 6	Minimum wage
2nd 6 months	169 6	191 0	217 0	
5th year—				
1st 6 months	180 0	205 6	Minimum wage	
2nd 6 months	191 0	217 0		
6th year—				
1st 6 months	205 6	Minimum wage		
2nd 6 months	217 0			
Thereafter	Minimum wage			

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 255s. per week of 40 hours.

Improvers.

One improver to every four workers receiving not less than 255s. per week of 40 hours.

Females (see clause 4).

Wages per Week of 40 Hours.

	s.	d.
Under 16 years of age	81	0
16 and under 17 years of age	90	6
17 and under 18 years of age	98	6
18 and under 19 years of age	108	0
19 and under 20 years of age	119	0
20 and under 21 years of age	129	0

PROPORTION (BY ANY EMPLOYEE).

Apprentices.

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

Improvers.

Two female improvers to every female adult worker receiving not less than the minimum wage.

3. OTHER EMPLOYEES.

Wages per Week of 40 Hours.

Females (see Clause 4).	s.	d.
Adult females	166	0

Wages per Week of 40 Hours.

—	Adjustable Rate.		Emergency Loading (Non-adjustable).		Total Weekly Wage.	
Males.	s.	d.	s.	d.	s.	d.
Males	252	0	3	0	255	0

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

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No. 356] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination published in *Government Gazette* No. 68 of the 25th January, 1951, shall be replaced by the following clause :—

2. (*a*) *Apprentices.*

Wages Per Week of 40 Hours.					Proportion. (In any shop or place.)
—	Percentage of Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
		s. d.	s. d.	s. d.	
1st year ..	21	44 6	0 6	45 0	One apprentice to one or more than one worker receiving not less than the minimum wage : Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
2nd year ..	28	59 6	0 6	60 0	
3rd year ..	38	80 6	1 0	81 6	
4th year ..	47	99 6	1 0	100 6	
5th year ..	69	146 6	2 0	148 6	

(*b*) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz, :—

Wages per Week of 40 Hours.

—	Percentage of Female Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
16 years of age ..	26	41 6	0 6	42 0
17 years of age ..	41	65 0	0 6	65 6
18 years of age ..	45	71 6	1 0	72 6
19 years of age ..	55	87 6	1 0	88 6
20 years of age ..	63	100 0	1 0	101 0

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(c) *Other Employees.*

WAGES PER WEEK OF 40 HOURS.

—	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	17 4 0	6 0	17 10 0	14 11 0	6 0	14 17 0
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	15 17 6	6 0	16 3 6	13 4 6	6 0	13 10 6
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	14 11 6	6 0	14 17 6	11 18 6	6 0	12 4 6
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	12 7 0	3 0	12 10 0	9 14 0	3 0	9 17 0
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same	..	..	..	8 11 6	3 0	8 14 6

A relieving Pharmaceutical Chemist called upon to relieve the proprietor or manager of a chemist's shop shall be deemed to be, and be paid at the rate provided for a Manager Pharmaceutical Chemist whilst so required to act.

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. 357] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 14 (FURNITURE DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 996 of the 28th September, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.

	Percentage of Basic Wage.	s. d.
Under 15 years of age	33	70 0
15 years of age	37	78 6
16 years of age	48	102 0
17 years of age	58	123 0
18 years of age	78	165 6
19 years of age	97	205 6
20 years of age	100 + 11/-	223 0

PROPORTION (within any shop).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than 249s. per week.

IMPROVERS.

One improver to every two or fraction of two workers receiving not less than 249s. per week.

Other Employees.

—	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.
Person in charge of a shop (including a branch shop)	263 0	260 0
Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen	252 0	249 0
Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched)	243 6	240 6
Other storemen or packers	239 0	236 0
All others	235 0	232 0

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 357.—4434/52.—PRICE 3D.

VICTORIA
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No. 358] **THURSDAY, MAY 15.** **[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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 15 (GROCERS).

Clause 2 of the Determination published in *Government Gazette*, No. 1014 of the 12th October, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.
Under 15 years of age	27	57 0
15 years of age..	35	74 0
16 years of age..	48	102 0
17 year of age ..	59	125 0
18 years of age..	73	155 0
19 years of age..	92	195 0
20 years of age..	100+1/6	213 6

Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.

The Board has prescribed a form of indenture which must be used.

PROPORTION (in any shop or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 242s. per week of 40 hours.

Improvers.

One improver to every three workers receiving not less than 242s. per week of 40 hours.

"Worker" includes an owner or partner acting as working manager.

Other Employees.	Wages per Week of 40 Hours.* Within the Metropolitan District. s. d.	Outside the Metropolitan District Wherever this Determination Applies. s. d.
(*a*) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	280 0	277 0
(*b*) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	260 6	257 6
(*c*) Canvasser, i.e., an employee soliciting or collecting orders	245 0	242 0
(*d*) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	239 9	236 9
(*e*) Driver of motor vehicle with a carrying capacity of over 25 cwt.	242 6	239 6
(*f*) Driver of three or more horses ..	245 0	242 0
(*g*) Driver of two horses	242 6	239 6
(*h*) Driver of one horse	239 9	236 9
(*i*) Stableman	237 0	234 0
(*j*) All others	245 0	242 0

* The ordinary hours of employees classified as (*d*), (*e*), (*f*), (*g*), and (*h*) include time occupied in attending to horses or motor vehicles

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 358.—4435/52.—PRICE 3D.

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No. 359] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 531 of the 25th May, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.
(The Masculine to include the Feminine.)

WAGES.

	Percentage of Basic Wage.	Per week of 40 hours. s. d.
Under 16 years of age	25	53 0
16 years of age .. .	33	70 0
17 "	42	89 0
18 "	56	118 6
19 "	72	152 6
20 "	94	199 6

PROPORTION (in any shop or place).

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

One improver to one worker ..
Two improvers to two, three or four workers .. .. ..
Three improvers to five, six or seven workers .. .. ..
Four improvers to eight workers ..
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers. .. .. ..
} Receiving not less than the rates fixed for assemblers of ordered goods.

Other Employees.
(The Masculine to include the Feminine.)

WAGES.	Metropolitan District. Per week of 40 hours. £ s. d.	Outside Metropolitan District where Determination Applies. Per week of 40 hours. £ s. d.
Departmental managers, or branch managers having under their control— 3 or more salesmen, 21 years of age or over	14 7 0	14 4 0
Other Branch Managers	13 9 0	13 6 0
Outside salesmen	12 12 6	12 9 6
Salesmen or Buyers	12 9 0	12 6 0
Assemblers of Ordered Goods	12 2 0	12 2 0

NOTE.—See Clause 20 *re* Definitions.

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

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

No. 359.—4436/52.—PRICE 3D.

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No. 360] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to heruender showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 980 of the 21st September, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages.	Per Week of 40 Hours. Males. Percentage of Basic Wage.	Males. s. d.	Females. Percentage of Female Basic Wage.	Females. s. d.
15 years of age or under	33	70 0	41	65 0
16 years of age ..	42	89 0	51	81 0
17 years of age ..	60	127 0	69	109 6
18 years of age ..	74	157 0	81	129 0
19 years of age ..	90	191 0	100 plus 1/6	160 6
20 years of age ..	100 plus 6/6	218 6	100 plus 25/6	184 6

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

Other Employees.

Wages.	Per Week of 40 Hours. s. d.
Departmental Manager or Manageress, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..	264 0
First assistant, male or female, 25 years of age, where two or more persons over the age of 19 years are employed ..	259 0
*All others { Male	249 0
*All others { Female	186 6

* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

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

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

No. 360.—4437/52.—PRICE 3D.

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No. 361] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

Clause 2 of the Determination published in *Government Gazette* No. 981 of the 21st September, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages.	Per Week of 40 Hours. Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
15 years of age or under	31	65 6	36	57 0
16 years of age ..	38	80 6	46	73 0
17 years of age ..	48	102 0	56	89 0
18 years of age ..	62	131 6	65	103 6
19 years of age ..	76	161 0	75	119 0
20 years of age ..	91	193 0	84	133 6

PROPORTIONS (*by* any employer).

Apprentices.

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

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Two improvers to each adult worker receiving not less than 236s. 6d. per week of 40 hours in the case of a male adult and 159s. per week of 40 hours in the case of a female adult.

Other Employees.

Wages.	Per Week of 40 Hours. Within the Metropolitan District. Males.	Females.	All other parts of Victoria where this Determination applies. Males.	Females.
	s. d.	s. d.	s. d.	s. d.
DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—				
Where two such persons are under his or her control	262 6	200 0	262 6	200 0
Where three or more such persons are under his or her control ..	273 0	214 0	273 0	214 0
All Others.				
(*a*) Employed in connexion with the sale or distribution of newspapers	239 6	159 6	236 6	159 0
(*b*) Employed at any other work ..	247 0	163 6	244 0	159 0

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 361.—4440/52.—PRICE 3D.

VICTORIA
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No. 362] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay perod to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 22 (MOTOR REQUISITES.)

Clause 2 of the Determination published in *Government Gazette* No. 1085 of the 8th November, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.			PROPORTION (in any Shop).
Male or Female.			
	Percentage of Basic Wage.	s. d.	
15 years of age or under	28	59 6	*Apprentices.* One apprentices to every three or fraction of three persons receiving not less than the minimum wage.
16 years of age	38	80 6	
17 years of age	52	110 0	
18 years of age	66	140 0	*Improvers.* Two improvers to every worker receiving not less than the minimum wage.
19 years of age	86	182 6	
20 years of age	100 + 5s.	217 0	

ALL OTHER EMPLOYEES.	Wages per Week of 40 Hours. Males.	Females.
	s. d.	s. d.
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	249 0	232 0
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	229 0	197 0
Other salesman or saleswoman	249 0	232 0

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

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

No. 362.—4441/52.—PRICE 3D.

VICTORIA

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No. 363] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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 19 0	6 0	17 5 0
Slaughterman	16 5 3	6 0	16 11 3
Head and Feet Boners	13 16 0	3 0	13 19 0
Scalders	13 16 0	3 0	13 19 0
Meat Lumpers	13 12 6	3 0	13 15 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	13 8 6	3 0	13 11 6
General labourers	13 5 6	3 0	13 8 6

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

No. 363.—4429/52.—PRICE 3D.

2. (A)—*continued.*

—	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.
Division B.—Retail Shops.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
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	13 4 6	13 11 0	13 4 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	13 4 6	13 11 0	13 4 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	13 9 0	13 15 6	13 9 0
Definition :—"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 3 0	13 9 6	13 3 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	12 17 0	13 3 6	12 17 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 14 0	13 0 6	12 14 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	12 16 6	13 3 0	12 16 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	12 1 0	12 7 6	12 1 0
All others	11 19 0	12 5 6	11 19 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering 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 4 6	13 11 0	13 4 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 4 6	13 11 0	13 4 6
Whilst employed on other work	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	13 2 0	13 8 6	13 2 0
Fillermen	12 12 6	12 19 0	12 12 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	12 16 6	13 3 0	12 16 6
Packing-room hands	12 6 6	12 13 0	12 6 6
Linkers and table hands	12 5 6	12 12 0	12 5 6
All others	11 19 0	12 5 6	11 19 6
Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.			
Meat Lumpers	13 15 6	14 2 0	13 12 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	13 8 0	13 16 0	13 4 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	13 13 0	14 1 0	13 9 6
Exceeding 3 tons capacity	13 18 0	14 6 0	13 14 6
Horse Drivers—			
One horse	13 5 0	13 13 0	13 1 6
Two horses	13 8 0	13 16 0	13 4 6
Three horses	13 11 0	13 18 6	13 7 0
Head stableman (if more than one employed)	13 2 6	13 10 6	13 0 0
Other stablemen or grooms	12 17 6	13 5 6	12 13 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 4 0	12 10 6	12 4 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	12 8 0	12 14 6	12 8 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	12 11 0	12 17 6	12 11 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 19 0	12 5 6	11 19 0
(ii) two horses	12 4 0	12 10 6	12 4 0
(iii) three horses	12 7 0	12 13 6	12 7 0
(iv) four horses	12 9 0	12 15 6	12 9 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.

Weekly Wage.		
—	Percentage of Basic Wage.	—
		£ s. d.
1st year's experience	64	6 15 6
2nd year's experience	77	8 3 0
3rd year's experience	88	9 6 6
4th year's experience	100 + 21s.	11 13 0
5th year's experience	..	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.

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.		
—	Percentage of Basic Wage.	—
		£ s. d.
Under 18 years	85	9 0 0
18 years and under 19 years ..	100 + 1s. 6d.	10 13 6
19 years and under 20 years ..	100 + 13s. 6d.	11 5 6
20 years	..	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.

PROPORTION (BY ANY EMPLOYER).

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

2. (C) APPRENTICES NOT ELSEWHERE INCLUDED.

—	—
	£ s. d.
Five-year Term—	
First year	3 12 6
Second year	4 16 6
Third year	7 4 6
Fourth year	9 3 6
Fifth year	11 7 6
Four-year Term—	
First year	4 5 0
Second year	6 0 6
Third year	9 3 6
Fourth year	11 7 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 5 0
Second year	5 9 0
Third year	7 9 0
Fourth year	10 1 0
Fifth year	11 10 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.

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

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No. 364] **THURSDAY, MAY 15.** **[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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, 4(*a*), 4(*b*), 4(*c*), 4(*d*), and 4(*e*) of Part I., and clause 24 of Part III. of the Determination published in *Government Gazette* No. 18 of the 18th January, 1952, shall be replaced by the following clauses:—

PART I.
WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. APPRENTICES AND IMPROVERS.

—	Wages Per Week of 40 Hours. Males. Bread-making Establishments.	Males. Any Other Place.	Females. Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Females. Egg Packing Establishments.	Females. Any Other Place.
	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	174 0	57 0	67 0	65 0	57 0
16 to 17 years of age		76 6	76 6	87 6	76 6
17 to 18 years of age		102 0	87 6	98 6	87 6
18 to 19 years of age		144 0	97 0	116 0	97 0
19 to 20 years of age	217 0	180 0	117 6	127 0	113 0
20 to 21 years of age	238 0	215 0	133 6	149 6	129 0
					Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

Number (in any place).

APPRENTICES.

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

An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.

MALE IMPROVERS.

Egg Packing Establishments.

One male improver to every two or fraction of two male workers receiving not less than 260s. per week of 40 hours.

Any Other Place.

One male improver to every four or fraction of four male workers receiving not less than 242s. per week of 40 hours.

FEMALE IMPROVERS.

Laundries.

One female improver to every three or fraction of three female workers receiving not less than 167s. 6d. per week of 40 hours.

Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.

Two female improvers to every three or fraction of three female workers receiving not less than 168s. per week of 40 hours.

Egg Packing Establishments.

One female improver to every three or fraction of three female workers receiving not less than 185s. 6d. per week of 40 hours.

Any Other Place.

One female improver to every four or fraction of four female workers receiving not less than 161s. 6d. per week of 40 hours.

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s.	d.
Under 16 years of age	84	6
16 to 17 years of age	106	0
17 to 18 years of age	122	0
18 to 19 years of age	146	6
19 to 20 years of age	190	6
20 to 21 years of age	217	0

(*a*) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(*b*) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (*a*) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 40 Hours. s.	d.
(i) Storemen or Packers	238	0
Leading hands—as defined in clause 22 hereof—		
(I.)	243	0
(II.)	248	0
(III.)	248	0
(IV.)	258	0

(ii) Casual hands shall be paid at the rate per hour of 7s. 4¾d. adjustable under clause 65 hereof.

4. (*b*) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i) —	Males employed in (or on) or in connexion with—										
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
Column No.	1	2	3	4	5	6	7	8	9	10	11
	WAGES PER WEEK OF—										
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—											
(*a*) Works singly or is assisted by a person under 18 years of age	258 0	249 8	253 0	245 0	244 6	255 0	244 6	246 6	254 0	242 0	246 6
(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—											
(i) 1, 2, 3, 4, 5, or 6 such persons	258 0	249 8	253 0	247 6	246 9	261 3	246 9	253 9	256 3	244 3	248 9
(ii) 7 or more such persons	258 0	249 8	253 0	261 6	261 6	275 9	261 6	262 9	270 3	266 9	262 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	244 6	..	244 6	246 6	254 0	242 0	246 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	247 0
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	242 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	242 0
All male adults not otherwise provided for	258 0	249 8	253 0	242 0	240 0	255 0	240 0	242 0	250 9	240 0	242 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 7s. $7^{13}/_{20}$d. per hour whilst so employed. This rate includes $1^{1}/_{11}$d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 11 of 4 (*b*) (i) hereof apply to males employed—

(*a*) As storemen in Figured, Roll, and Sheet Glass Stores.

(*b*) In (or on) or in connexion with—

(i) Bulk paper stores or rubber goods manufacturers' stores.

(ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.

(iii) Hardware stores.

(iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.

(v) Match factory stores.

(vi) Wholesale confectionery stores.

(vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.

viii) Stove or oven manufacturers' stores.

(ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and

x) Wholesale softgoods warehouses.

(xi) Any place not elsewhere included in clause 4 (*b*) or 4 (*c*).

4. (*c*) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

—	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store)	235 0	241 6	232 0
Storeman and/or Packer	239 6	246 0	236 6

4. (*d*) EGG PACKING ESTABLISHMENTS.

Males. —	40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(*a*) Works singly	264 6
(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons ..	266 9
(ii) 7 to 12 such persons ..	273 6
(iii) 13 or more such persons ..	280 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	250 0
All male adults not otherwise provided for ..	260 0

Females. —	40 Hours. s. d.
Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(*a*) Works singly	196 0
(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1, 2, 3, 4, 5 or 6 such persons ..	198 6
(ii) 7 to 12 such persons ..	204 6
(iii) 13 or more such persons ..	210 6
Egg Packers, Sorters, or Testers—	
With less than eight weeks' experience ..	185 6
With eight weeks' or more experience ..	195 6

4. (e) OTHER FEMALES.

—	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours.	40 Hours.
	s. d.	s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly	178 0	164 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—		
(i) 1, 2, 3, 4, 5, or 6 such persons	185 0	167 6
(ii) 7 or more such persons	197 0	184 6
Females employed packing or sorting laundry work	..	167 6
Packers of crockery, china, or glass ware	..	181 0
All female adults not otherwise provided for	168 0	161 6

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 6s. 10¾d. per hour.

Clauses, other than clauses 2, 3, 4(a), 4(b), 4(c), 4(d), and 4(e) of Part I., and clause 24 of Part III., of the said Determination shall remain in force.

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No. 365] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 963 of the 13th September, 1951, shall be replaced by the following clauses:—

2. WAGES PER WEEK (ADULTS).

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	12 6 0	12 3 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	12 12 0	12 9 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	12 6 0	12 3 0
All other Journeymen	12 12 0	12 9 0
Journeywomen engaged in machining industrial spindle polishing mops	8 15 0	8 12 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	8 7 6	8 5 0
All other Journeywomen	8 15 0	8 12 6

In addition to the above rates the following shall be paid:—

(*a*) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—3d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

(*b*) Females working on large machines (7·5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 365.—4448/52.—PRICE 3D.

APPRENTICES—MALES.

4. (*a*) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(*b*) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

—	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Five year terms—		
First year's experience	63 6	62 6
Second year's experience	74 0	73 0
Third year's experience	106 0	104 6
Fourth year's experience	169 6	167 0
Fifth year's experience	212 0	209 0
Four year terms—		
First year's experience	63 6	62 6
Second year's experience	106 0	104 6
Third year's experience	169 6	167 0
Fourth year's experience	212 0	209 0

(*c*) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(*d*) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

(*e*) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(*f*) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(*g*) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the 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 may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(*h*) 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 twenty-three years.

(*i*) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

(*j*) 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.

(*k*) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.

(*l*) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(*m*) An apprentice shall not work under any system of piecework.

(*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.

(*o*) *Tools of Trades* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (*a*) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria
	s. d.	*s. d.*
Under 16 years of age	63 6	62 6
16 and under 17 years of age	85 0	83 6
17 and under 18 years of age	106 0	104 6
18 and under 19 years of age	127 0	125 6
19 and under 20 years of age	169 6	167 0
20 and under 21 years of age	212 0	209 0

(*b*) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (*a*) Female Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	63 6	62 6
16 and under 17 years of age	79 6	78 0
17 and under 18 years of age	90 6	89 0
18 and under 19 years of age	102 0	100 0
19 and under 20 years of age	111 6	109 6
20 and under 21 years of age	138 6	136 0

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

(*b*) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(*c*) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(*d*) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.

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

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No. 366] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 1000 of the 28th September, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.

	Percentage of Basic Wage.	s. d.
MALES.		
Under 16 years of age	27	57 0
16 years of age	36	76 6
17 "	46	97 6
18 "	64	135 6
19 "	81	171 6
20 "	99	210 0
FEMALES.	Percentage of Female Basic Wage.	
Under 16 years of age	36	57 0
16 years of age	45	71 6
17 "	51	81 0
18 "	59	94 0
19 "	67	106 6
20 "	76	121 0

PROPORTION (WITHIN ANY SHOP).

Apprentices.

MALES.

One male apprentice to every three or fraction of three workers receiving not less than 245s. per week.

FEMALES.

One female apprentice to every three or fraction of three workers receiving not less than 192s. 6d. per week.

Improvers.

MALES.

One male improver to every two or fraction of two workers receiving not less than 245s. per week.

FEMALES.

One female improver to every two or fraction of two workers receiving not less than 192s. 6d. per week.

Other Employees.

	Within the Metropolitan District. s. d.	Outside the Metropolitan District wherever this Determination applies. s. d.
MALES.		
(a) Person in charge of a shop *Or,* (b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	264 6	260 6
(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant ..	249 0	245 0
FEMALES.		
Females	196 6	192 6

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

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

No. 366.—4442/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 367] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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.
		s. d.
15 years of age or under	29	61 6
16 years of age	32	68 0
17 years of age	37	78 6
18 years of age	51	108 0
19 years of age	61	129 6
20 years of age	73	155 0

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.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	12 12 0
Groundsman or maintenance employee	11 17 0
All others	11 12 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	13 2 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	12 7 0
Groundsman	11 12 0
All others	11 9 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	13 2 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	12 7 0
Groundsman or maintenance employee	11 17 0
All others	11 12 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.

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

No. 367.—4443/52.—PRICE 3D.

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No. 368] **THURSDAY, MAY 15.** **[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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SUGAR REFINERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 30 of the 25th January, 1952, shall be replaced by the following clauses:—

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

2. **Wages per Week of 40 Hours.**

Males.	Percentage of Basic Wage.	Weekly Wage. s. d.	Females.	Percentage of Female Basic Wage.	Weekly Wage. s. d.
Under 16 years	34	72 0	Under 16 years	50	79 6
16 years	40	85 0	16 years	60	95 6
17 "	51	108 0	17 "	70	111 6
18 "	68	144 0	18 "	80	127 0
19 "	79	167 6	19 "	90	143 0
20 "	90	191 0	20 "	95	151 0

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females.

No. 368.—4445/52.—PRICE 3D.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
Adult Males.	s. d.	s. d.	s. d.	s. d.
Raw Sugar Store—				
Unstoring raw sugar	226 0	11 0	5 0	242 0
Men cutting in	227 0	11 0	5 0	243 0
Whip hand unstoring raw sugar	222 0	11 0	5 0	238 0
Whip hand at elevator	222 0	11 0	5 0	238 0
Elevator attendant	227 0	11 0	5 0	243 0
Wash tank hands	220 0	11 0	5 0	236 0
Wash tank hands—assistants	219 0	11 0	5 0	235 0
Riggers	227 0	11 0	5 0	243 0
Melting House—				
Washing fugalmen	225 6	11 0	5 0	241 6
Melter attendant	220 0	11 0	5 0	236 0
Mixer	220 0	11 0	5 0	236 0
Carbonatation House—				
Men on liquor filter presses	221 0	11 0	5 0	237 0
Men on mud	221 0	11 0	5 0	237 0
Leading hand	233 0	11 0	5 0	249 0
Men on gas tank	226 0	11 0	5 0	242 0
Men on crushing and stacking lime	220 0	11 0	5 0	236 0
Men on washing and checking filterpress sheets	221 0	11 0	5 0	237 0
Char End—				
Kiln repairers	220 0	11 0	5 0	236 0
Kiln firemen	228 0	11 0	5 0	244 0
Wet charmen	228 0	11 0	5 0	244 0
Char runners	228 0	11 0	5 0	244 0
Pan Floor—				
First sugar boilers	246 0	11 0	5 0	262 0
Second sugar boilers	237 0	11 0	5 0	253 0
Employee attending triple effet and assistant sugar boiler	223 0	11 0	5 0	239 0
Pan attendant	220 0	11 0	5 0	236 0
Refined sugar fugalmen	225 6	11 0	5 0	241 6
Refined sugar fugalmen—Leading hands	235 6	11 0	5 0	251 6
Jelly House—				
Leading hand	230 6	11 0	5 0	246 6
Jelly fugalmen	220 0	11 0	5 0	236 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	230 0	11 0	5 0	246 0
Icing mill attendant	220 0	11 0	5 0	236 0
Driers (leading hand)	230 0	11 0	5 0	246 0
Driers (others)	220 0	11 0	5 0	236 0
Automatic scale attendant	229 0	11 0	5 0	245 0
Automatic scale hands	220 0	11 0	5 0	236 0
Employee engaged loading trucks	220 0	11 0	5 0	236 0
Bag room checkers	220 0	11 0	5 0	236 0
Truckers and stackers	220 0	11 0	5 0	236 0
Leading hand packing floor	230 0	11 0	5 0	246 0
Hand packing sugar	220 0	11 0	5 0	236 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	221 0	11 0	5 0	237 0
Golden syrup and treacle mixer	223 0	11 0	5 0	239 0
Liquor runners	236 0	11 0	5 0	252 0
Liquor runners—assistants	220 0	11 0	5 0	236 0
Distillery—				
Stillman	239 0	11 0	5 0	255 0
Mashman	226 0	11 0	5 0	242 0
C.02 Bottle Attendant	229 0	11 0	5 0	245 0
Spirit and Methylating Rooms—				
Leading hand	241 6	11 0	5 0	257 6
Assistants	225 6	11 0	5 0	241 6
Cane-ite Store—				
Men storing and unstoring cane-ite and hardboard	221 0	11 0	5 0	237 0
Leading hand cleaning gang	230 0	11 0	5 0	246 0
Unstoring and/or loading bales for shipment	231 0	11 0	5 0	247 0
All others	217 0	11 0	5 0	233 0
Adult females (*a*) with less than 6 months' experience at the trade	..	..	..	159 3
(*b*) with 6 months or more experience at the trade	..	..	..	161 3

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

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

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No. 369] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance af 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 May, 1952.

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

H. N. JONES,
Acting 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	6	0
2nd year's experience	12	11	0
Thereafter	13	0	6
Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—			
1st year's experience	12	4	0
Thereafter	12	15	6
Machine flesher	12	3	0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	11	15	0
Persons engaged as dry drum operators	11	15	0
Persons engaged in spraying stencilling or tipping by machine or by hand	11	18	0
Persons engaged as buffing machinists	12	1	6
Persons engaged as fluffing machinists	11	16	0
Persons engaged as fluffing machinists on suede wheel	12	0	0
Persons engaged as staking machine operators	11	16	0
Persons engaged as carding and/or combing machine operators (sheep skins)	11	16	0
Persons engaged as setting out and/or stretching machine operators	11	15	0
Persons engaged ripping by hand or by machine	11	14	0
Persons engaged as clipping and/or epilating machine operators	11	15	0
Table hands	11	14	0
Males not elsewhere included	10	18	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.

No. 369.—4446/52.—PRICE 3D.

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	3	6

3.

—	Wages Per Week.		
	£	s.	d.
Males.			
Under 16 years of age	3	3	6
16 and under 17 years of age	4	5	0
17 and under 18 years of age	5	6	0
18 and under 19 years of age	6	7	0
19 and under 20 years of age	8	9	6
20 and under 21 years of age	10	12	0
Females.			
Under 16 years of age;	2	19	0
16 and under 17 years of age	3	14	6
17 and under 18 years of age	4	4	6
18 and under 19 years of age	4	15	6
19 and under 20 years of age	5	6	6
20 and under 21 years of age	6	12	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 :—

Female Improvers.

One female to one	Female workers receiving not less than the minimum wage.
Three female improvers to two	
and thereafter, three additional female improvers to every two additional ..	

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

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

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No. 370] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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:—

2.

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.
		s. d.		s. d.		s. d.		s. d.
Under 17 years	51	108 0	68	108 0	51	108 0	68	108 0
17 years and under 18 years ..	69	146 6	80	127 0	69	146 6	80	127 0
18 years and under 19 years ..	87	184 6	93	148 0				
19 years and under 20 years ..	100 plus 5s.	217 0	100 plus 4s.	163 0				
20 years and under 21 years ..	100 plus 24s. 6d.	236 6	100 plus 16s. 6d.	175 6				

Proportion (in any Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 277s. 6d. per week of 40 hours.

Improvers (Males).

Four improvers to each male worker receiving not less than 277s. 6d. per week of 40 hours.

Females.

Two improvers to each female worker receiving not less than 192s. 3d. per week of 40 hours.

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.

Proportion (in any Place).

Males.

Six juvenile workers to each worker receiving not less than 277s. 6d. per week of 40 hours.

Females.

Three juvenile workers to each worker receiving not less than 192s. 3d. per week of 40 hours.

Other Employees.

Wages Per Week of 40 Hours.

Males.

	s. d.
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	286 6
All others	277 6

Females.

All adults	192 3

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

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

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No. 371] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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—							—	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.
	Adjustable Rate.			Emergency Loading Non-adjustable.	Total Weekly Wage.						
	Under 17 Years.	17 Years.	18 Years or Over.		Under 17 Years.	17 Years.	18 Years or Over.				
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year's experience	40 6	51 0	57 0	0 9	41 3	51 9	57 9	1st year's experience	35 0	0 9	35 9
2nd " "	59 6	63 6	76 6	1 0	60 6	64 6	77 6	2nd " "	47 6	0 9	48 3
3rd " "	80 6	87 0	102 0	1 6	82 0	88 6	103 6	3rd " "	74 6	1 0	75 6
4th " "	110 0	110 0	..	2 0	112 0	112 0	..	4th " "	94 0	1 6	95 6
5th " "	140 0	..	..	2 6	142 6	..	..	5th " "	106 6	2 0	108 6
6th " "	163 0	..	..	3 0	166 0	..	..	Thereafter until reaching 21 years of age	121 0	2 0	123 0
7th " "	171 6	..	..	3 0	174 6	..	..				

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

No. 371.—4449/52.—PRICE 3D.

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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Adult males—						
First class watch case tradesman	223 0	3 0	226 0	220 6	3 0	223 6
Second class watch case tradesman	213 0	3 0	216 0	210 6	3 0	213 6
All others—						
(a) with less than 3 years' experience	205 0	3 0	208 0	202 6	3 0	205 6
(b) with 3 years' experience or more	213 0	3 0	216 0	210 6	3 0	213 6
Adult females	159 0	3 0	162 0	157 0	3 0	160 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.

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

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No. 372] THURSDAY, MAY 15. [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, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting 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).	Percentage of Basic Wage.	£ s. d.	Improvers.	Percentage of Basic Wage.	£ s. d.	Other Employees.	£ s. d.
Watchmaking or Watchmaking and Clockmaking.							
1st year's experience	26	2 15 0	1st year's experience	26	2 15 0		
2nd year's experience	35	3 14 0	2nd year's experience	45	4 15 6	Watchmaker	13 6 0*
3rd year's experience	48	5 2 0	3rd year's experience	49	5 4 0		
4th year's experience	65	6 18 0	4th year's experience	62	6 11 6	Clockmaker	12 1 0
5th year's experience	86	9 2 6	5th year's experience	78	8 5 6		
6th year's experience	100 % + 13s.	11 5 0	6th year's experience	95	10 1 6		
Clockmaking only.							
1st year's experience	26	2 15 0					
2nd year's experience	35	3 14 0					
3rd year's experience	48	5 2 0					
4th year's experience	67	7 2 0					
5th year's experience	95	10 1 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 95s. Where less than 40 hours are worked in any week by any pieceworker, a proportionate amount of such sum of 95s. shall be added in lieu thereof.

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

No. 372.—4450/52.—PRICE 3D.