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Factories and Shops Acts.

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

I, 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
20th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1224 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.		Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.			
	£	s. d.	£	s. d.	£	s. d.		
1st six months	2	16 0	3	9 6	5	12 0	3	11 6
2nd six months	3	5 0	3	18 0	6	3 0	3	11 6
3rd six months	3	15 6	4	6 0	7	1 0	4	17 0
4th six months	4	13 0	4	19 0	7	17 0	4	17 0
5th six months	5	3 6	5	12 0	..	..	6	9 6
6th six months	5	16 6	6	3 0	..	..	6	9 6
7th six months	8	6 6	7	1 0	..	..	9	16 6
8th six months	9	12 0	7	17 0	..	..	9	16 6
9th six months	10	16 0	..	..	..	..	10	17 0
10th six months	11	0 6	..	..	..	..	10	17 0

And thereafter the minimum weekly wage or piecework price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.
- (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

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

- (i) Not more than one male apprentice or improver shall be employed in any section to every journeyman tailor therein employed.
- (ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.
- (iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.
- (iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.
- (v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.
- (vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.
- (vii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

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

Persons Eligible for Apprenticeship.

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

Indenture Completed.

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

Completion of Apprenticeship.

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

Apprentices in any Group of the Industry already Bound.

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

Time Served in any Group to Count.

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

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

Prohibition of Employment of New Male and Female Improvers in Group A.

- (j) After the commencement of this Determination no male or female in Group A shall—
- (i) be engaged to work as an improver in any such section of the industry; or
 - (ii) be transferred from one section to another such section to work there as an improver; or
 - (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein:—

	Wages per Week.		
	£	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	14	10	0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	13	15	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	13	10	0
4. Machinists, namely, males employed machining any part of a garment	13	3	0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	13	3	0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	13	3	0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	13	10	0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	12	4	0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	13	3	0
10. All other adult males not herein classified	11	4	0

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

Journeywomen.

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

	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 19 0
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	10 14 0
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	9 18 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	9 5 6
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	9 5 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	9 10 6
17. Hand sewers of buttons, hooks, and eyes, press studs	8 10 6
18. All other adult females not herein classified	8 8 0

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

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	14 4 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	13 15 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	13 10 0
22. Machinists, namely, males employed machining any part of a garment	13 3 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	13 3 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	13 10 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	12 4 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	13 3 0
27. All other adult males not herein classified	11 4 0

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

Journeywomen.

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

	Wages per Week.
	£ s. d.
28. Cutters, namely, females employed marking in and/or cutting out garments	11 8 0
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	9 18 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	9 18 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	9 8 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	9 13 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	9 10 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	9 8 0
35. Hand sewers of buttons, hooks and eyes, press studs	8 10 6
36. All other adult females not herein classified	8 8 0

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

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

	Wages per Week.		
	£	s.	d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	13	14	0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	13	15	0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	13	10	0
40. Machinists, namely, males employed machining any part of a garment	13	3	0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	13	3	0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	13	3	0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	13	3	0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	13	14	0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	13	3	0
46. Seam pressers on garments other than garments which the worker is making	12	4	0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	12	4	0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	13	3	0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	12	4	0
50. All other adult males not herein classified	11	4	0

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

Journeywomen.

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

	Wages per Week.		
	£	s.	d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	9	18	0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	9	18	0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	9	13	0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	9	8	0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	9	8	0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9	8	0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9	0	0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	9	10	6
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9	3	0
60. Hand sewers of buttons, hooks and eyes, press studs	8	10	6
61. All other adult females not herein classified	8	8	0

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

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

	Wages per Week.		
	£	s.	d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	13	14	0
63. Pressers, namely, males employed pressing any part of a garment	13	3	0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	13	3	0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	13	8	0
66. Machinists, namely, males employed machining any part of a garment	13	3	0
67. Examiners, namely, males employed examining garments or parts of garments of any description	13	3	0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	12	4	0
69. All other adult males not herein classified	11	4	0

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

Journeywomen.

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

	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	9 18 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	9 8 0
72. Machinists, namely, females employed machining any part of a garment	9 3 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight	9 0 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 0 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine	9 3 0
76. Examiners, namely, females employed examining garments or parts of garments of any description	9 3 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 0 0
78. Hand sewers of buttons, hooks and eyes, press studs	8 10 6
79. All other adult females not herein classified	8 8 0

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

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods):—

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description	13 14 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine	13 8 0
82. Machinists, namely, males employed machining any part of a garment or article of any description	13 3 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description	13 0 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	12 4 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description	13 3 0
86. All other adult males not herein classified	11 4 0

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

Journeywomen.

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

	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description	9 18 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine	9 8 0
89. Machinists, namely, females employed machining any part of a garment or article of any description	9 3 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work	9 0 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	9 0 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	9 8 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description	9 3 0
94. Hand sewers of buttons, hooks and eyes, press studs	8 10 6
95. All other adult females not herein classified	8 8 0

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

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

	Wages per Week.		
	£	s.	d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	13	14	0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	13	8	0
98. Machinists, namely, males employed machining any article of any description	13	3	0
99. Pressers, namely, males employed pressing any article of any description	13	0	0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	13	0	0
101. Examiners, namely, males employed examining articles of any description	13	3	0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	12	4	0
103. All other adult males not herein classified	11	4	0

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

Journeywomen.

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

	Wages per Week.		
	£	s.	d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	9	13	0
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	9	5	0
106. Machinists, namely, females employed machining any article or part of an article of any description	9	0	0
107. Dividers of raw materials used in the manufacture of small articles	8	16	0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9	0	0
109. Examiners, namely, females employed examining articles of any description	9	0	0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9	0	0
111. Hand sewers of buttons, hooks and eyes, press studs	8	10	6
112. All other adult females not herein classified	8	8	0

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

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