

[4267]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

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No. 616]

FRIDAY, AUGUST 8.

[1952

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LEGISLATIVE ASSEMBLY.

THE HONORABLE THE CHIEF SECRETARY.

I HEREBY notify that I have this day issued a Writ for the Election of a Member to serve in the Legislative Assembly of Victoria for the Electoral District of Toorak.

Date of Writ .. .. .	..	8th August, 1952.
Day before or on which nominations are to be made ..	..	25th August, 1952.
Day of Polling .. .. .	..	13th September, 1952.
Return of Writ .. .. .	..	26th September, 1952.

ARCHIE MICHAELIS,  
Speaker.

Legislative Assembly,  
Melbourne, 8th August, 1952.

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

No. 616.—7884/52.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 617]**

**MONDAY, AUGUST 11.**

**[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 August, 1952.

Dated at Melbourne, this  
8th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 523 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman .. .. .	13 12 6	13 19 0	13 9 6
5 and 6 inch, footman .. .. .	13 4 0	13 10 6	13 1 0
4 inch and under, headman .. .. .	13 7 0	13 13 6	13 4 0
4 inch and under, footman .. .. .	12 17 0	13 3 6	12 14 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster .. .. .	12 14 6	13 1 0	12 11 6
Dresser of pipes, including dresser on emery wheels .. .. .	12 14 0	13 0 6	12 11 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At YaMourn.	Other Parts of Victoria.
<i>Persons Employed in making Pipes by Machinery—</i>	£ s. d.	£ s. d.	£ s. d.
<b>Coremakers—</b>			
5 and 6 inch, faucet .. .. .	13 8 0	13 14 6	13 5 0
5 and 6 inch, spigot .. .. .	12 17 0	13 3 6	12 14 0
4 inch and under, faucet .. .. .	13 1 0	13 7 6	12 18 0
4 inch and under, spigot .. .. .	12 13 0	12 19 6	12 10 0
<b>Finishers and casters—</b>			
5 and 6 inch .. .. .	13 8 0	13 14 6	13 5 0
4 inch and under .. .. .	13 1 0	13 7 6	12 18 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker .. .. .	13 16 0	14 2 6	13 13 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	12 12 0	12 18 6	12 9 0
2nd six months' experience .. .. .	12 15 0	13 1 6	12 12 0
3rd six months' experience .. .. .	12 18 0	13 4 6	12 15 0
Thereafter .. .. .	13 3 0	13 9 6	13 0 0
Dresser and grinder (when using portable machine) .. .. .	12 16 0	13 2 6	12 13 0
Dresser and grinder (other) .. .. .	12 14 0	13 0 6	12 11 0
Furnaceman—cupola .. .. .	13 1 0	13 7 6	12 18 0
Furnaceman—electric .. .. .	13 0 0	13 6 6	12 17 0
Furnaceman—other .. .. .	12 18 0	13 4 6	12 15 0
Assistant furnaceman .. .. .	12 12 0	12 18 6	12 9 0
Loader and unloader of annealing furnace .. .. .	12 12 0	12 18 6	12 9 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	12 12 0	12 18 6	12 9 0
(b) other .. .. .	13 2 0	13 8 6	12 19 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	12 12 0	12 18 6	12 9 0

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

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

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

#### Leading Hands.

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

### 3.

#### APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

#### Apprenticeship Trades.

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

#### Period of Apprenticeship.

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

#### Contract of Apprenticeship.

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

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

#### Cancellation or Suspension of Indenture.

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

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

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

*Proportion.*

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

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

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

## WAGES PER WEEK OF 40 HOURS.

		Percentage of Basic Wage.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>					
			£ s. d.	£ s. d.	£ s. d.
1st year	.. .. .	32	3 11 6	3 14 0	3 10 6
2nd year	.. .. .	43	4 16 6	4 19 0	4 15 0
3rd year	.. .. .	54	6 1 0	6 4 6	5 19 6
4th year	.. .. .	83	9 6 0	9 11 6	9 3 6
5th year	.. .. .	100 plus 6s.	11 10 0	11 16 6	11 7 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>					
			£ s. d.	£ s. d.	£ s. d.
1st year	.. .. .	34	3 16 0	3 18 6	3 15 0
2nd year	.. .. .	54	6 1 0	6 4 6	5 19 6
3rd year	.. .. .	83	9 6 0	9 11 6	9 3 6
4th year	.. .. .	100 plus 6s.	11 10 0	11 16 6	11 7 0

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

## WAGES PER WEEK OF 40 HOURS.

-----	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience ..	75		..	8 8 0	8 13 0	8 5 6
All others .. .. .	75	16 0	..	9 4 0	9 9 0	9 1 6
When employed in a classification for which the corresponding margin in clause 25 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.						
<i>II.—Junior Females.</i>						
17 years of age and under .. .. .	32	..	3 6	4 11 0	4 13 6	4 9 6
18 years of age .. .. .	62	..	4 0	5 8 0	5 11 6	5 6 6
19 years of age .. .. .	72	..	4 6	6 5 6	6 9 0	6 3 6
20 years of age .. .. .	82	..	5 0	7 3 0	7 7 0	7 0 6
<i>III.—Junior Males.</i>						
Under 16 years of age .. .. .	24	..	3 0	2 17 0	2 18 6	2 16 0
16 years of age .. .. .	32	..	4 3	3 16 0	3 18 0	3 15 0
17 years of age .. .. .	58	..	8 0	6 18 0	7 1 6	6 16 0
18 years of age .. .. .	73	..	10 0	8 13 6	8 18 6	8 11 6
19 years of age and over .. .. .	88	..	11 6	10 8 6	10 14 6	10 6 0

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

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

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

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

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

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

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.

(ii) Breaking up pig iron.

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

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 618]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
8th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### JEWELLERS BOARD

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 544 of the 9th July, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) *Males.*

Classification.	£	s.	d.
Precious gem mounter .. .. .	14	9	0
Setter of precious gems .. .. .	14	9	0
Mounter—1st Class .. .. .	13	16	0
Mounter—2nd Class .. .. .	13	1	0
Drop hammer operator who sets dies and makes force .. .. .	13	11	6
Drop hammer operator, other .. .. .	12	8	0
Setter .. .. .	13	6	6
Melter and alloyer .. .. .	13	6	6
Lapper .. .. .	13	6	6
Polisher .. .. .	12	14	0
Assembler and solderer .. .. .	12	14	0
Solderer, other .. .. .	12	8	0
Die setter .. .. .	12	10	0
Engine turner .. .. .	12	6	0
Press operator .. .. .	12	6	0
Process worker (as defined) .. .. .	12	6	0
Carder .. .. .	11	17	0
Pinner up .. .. .	11	17	0
Other employees with not less than three months' experience in this industry .. .. .	11	13	0
All others .. .. .	11	7	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.

(b) *Females.*

Under one month's experience .. .. .	8	8	0
*All others .. .. .	9	4	0

\* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 25s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 10s. and 75 per cent. of the said corresponding margin.

## APPRENTICESHIP.

*Contract of Apprenticeship.*

3. (a) Every contract of apprenticeship hereinafter made shall contain—

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Proportion.*

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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

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

An employer may with the consent of the Wages Board and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

*Period of Apprenticeship.*

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

*Adult Apprentices.*

(e) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

*Probationary Period.*

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

*Wages.*

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

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

3. (A)

*Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year .. .. .	32	3 11 6
2nd year .. .. .	43	4 16 6
3rd year .. .. .	54	6 1 0
4th year .. .. .	83	9 6 0
5th year .. .. .	100 + 6s.	11 10 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year .. .. .	34	3 16 0
2nd year .. .. .	54	6 1 0
3rd year .. .. .	83	9 6 0
4th year .. .. .	100 + 6s.	11 10 0

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

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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



*Lost Time.*

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

*Prohibition of Premiums.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

## UNAPPRENTICED JUNIORS.

4. (a) The minimum rates of wage for unapprenticed juniors shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	£ s. d.
		s. d.	
<i>I.—Junior Females.</i>			
17 years of age and under .. .. .	52	3 6	4 11 0
18 years of age .. .. .	62	4 0	5 8 0
19 years of age .. .. .	72	4 6	6 5 6
20 years of age .. .. .	82	5 0	7 3 0
<i>II.—Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 16 0
16 years of age .. .. .	34	3 0	3 19 0
17 years of age .. .. .	46	4 0	5 7 0
18 years of age .. .. .	58	5 0	6 15 0
19 years of age .. .. .	73	6 0	8 9 6
20 years of age .. .. .	88	7 0	10 4 0

\* The percentages for junior females relate to the female Basic Wage, and for junior males to the male Basic Wage.

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

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

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles;
- (ii) if under 18 years of age—  
die setting on power presses.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 619]**

**MONDAY, AUGUST 11.**

**[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 August, 1952.

Dated at Melbourne, this

8th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

## HOSPITAL NURSES' BOARD.

Clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4 of the Determination published in *Government Gazette* No. 535 of the 4th July, 1952, shall be replaced by the following clauses:—

### PART 1.

NOTE.—This part applies to—

- (a) Certificated nurses in public, private, intermediate, or community hospitals, or in benevolent or convalescent homes;
- (b) Nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria.

### WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 50s. 8d. per week for male nurses and 46s. 9d. per week for female nurses and trainees may be deducted in respect of such board and lodging, notwithstanding that such employee may decide not to avail himself or herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

### TRAINEES.

#### Females.

MIDWIFERY TRAINEES.		OTHER TRAINEES.									
Per Week.		Per Week.									
£ s. d.		£ s. d.									
1st year ..	.. 5 7 6	1st year ..	..	..	..	..	..	..	..	..	5 7 6
and thereafter ..	.. 6 1 0	2nd year ..	..	..	..	..	..	..	..	..	5 15 0
		and thereafter ..	..	..	..	..	..	..	..	..	6 8 0

Provided that if a female person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining a midwifery certificate, the wage to be paid for such further training shall be at the rate of £10 10s. 3d. per week.

#### Males.

Per Week.									
£ s. d.									
1st year ..	..	..	..	..	..	..	..	..	6 14 6
2nd year ..	..	..	..	..	..	..	..	..	7 18 0
and thereafter ..	..	..	..	..	..	..	..	..	9 0 0

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £12 3s. per week.

Provided further that if a male person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining another certificate the wages to be paid for such further training shall be at the rate of £9 per week if under the age of 21 years and £12 3s. per week if 21 years of age or over.

### Proportion.

The proportion of trainees in a training hospital approved by the Nurses' Registration Board of Victoria to certificated nurses shall be not more than six trainees to each certificated nurse exclusive of the matron.

## OTHER EMPLOYEES.

*Matrons.*

(i) Subject to sub-clause (ii) hereof the wages payable to Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows :—

	Per Week.
	£ s. d.
Under 10 beds .. .. .	14 2 9
From 10 to 19 beds .. .. .	14 7 9
" 20 " 39 " .. .. .	14 12 9
" 40 " 65 " .. .. .	15 0 3
" 66 " 100 " .. .. .	15 10 3
" 101 " 150 " .. .. .	16 0 3
" 151 " 200 " .. .. .	16 10 3
" 201 " 250 " .. .. .	17 0 3
" 251 " 300 " .. .. .	17 10 3
Over 300 beds .. .. .	18 0 3

Provided that the wages of any Matron in a Hospital Registered as a Training School or a part-time Training School shall not be less than £14 12s. 8d. per week.

(ii) Any Matron in a Hospital in which there is no Resident Medical Officer and which hospital is registered as a training school or a part time training school shall, in addition to the wages prescribed in sub-clause (i) hereof, receive an allowance at the rate of £52 per annum.

(iii) Wages payable to Matrons employed in benevolent homes shall be based on the daily average occupied number of beds as follows :—

	Per Week.
	£ s. d.
100 beds or under .. .. .	14 10 3
From 101 to 200 beds .. .. .	15 0 3
" 201 " 300 " .. .. .	15 10 3
" 301 " 450 " .. .. .	16 0 3
Over 450 beds .. .. .	16 10 3

*Deputy or Assistant Matrons.*

(i) Wages payable to deputy or assistant Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows :—

	Per Week.
	£ s. d.
From 101 to 150 beds .. .. .	14 0 3
" 151 " 200 " .. .. .	14 10 3
" 201 " 250 " .. .. .	15 0 3
Over 250 beds .. .. .	15 10 3

(ii) Wages payable to deputy or assistant Matrons employed in benevolent homes shall be based on the daily occupied average number of beds as follows :—

	Per Week.
	£ s. d.
From 201 to 300 beds .. .. .	13 15 3
" 301 " 450 " .. .. .	14 0 3
Over 450 beds .. .. .	14 5 3

*Home Sisters and Certificated Midwifery Nurses.*

	Per Week.
	£ s. d.
Home Sister .. .. .	12 15 3
Certificated Midwifery Nurses .. .. .	10 7 3

*Employees not Elsewhere Provided for in Part I.*

The wages of the following employees shall vary according to their length of service in the institution at which they are employed at the class of work mentioned, provided that a nurse with not less than an aggregate of three years' experience at such class, who then commences work in another institution, shall for the first twelve months' service in such institution, be paid not less than the rate herein provided in Column C, and thereafter not less than the rate herein in Column D.

	COLUMN A. During the First Year.	COLUMN B. During the Second Year.	COLUMN C. During the Third Year.	COLUMN D. Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing .. .. .	13 5 3	13 10 3	13 15 3	14 0 3
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing .. .. .	12 5 3	12 10 3	12 15 3	13 0 3
Senior Tutor Sister (which includes a Tutor Sister where only one is employed) .. .. .	13 5 3	13 10 3	13 15 3	14 0 3
Tutor Sisters other than senior tutor sister .. .. .	12 0 3	12 5 3	12 10 3	12 15 3
Night Sister in charge of 20 beds or more .. .. .	12 5 3	12 10 3	12 15 3	13 0 3
Other Night Sister in charge .. .. .	12 0 3	12 5 3	12 10 3	12 15 3
X-ray Sister who is a registered technician .. .. .	12 5 3	12 10 3	12 15 3	13 0 3
Sisters .. .. .	12 0 3	12 5 3	12 10 3	12 15 3
Staff Nurses .. .. .	10 10 3	11 0 3	11 5 3	11 10 3
<i>Males.</i>				
Male Nurses .. .. .	13 16 0	14 6 0	14 17 0	15 2 0

## PART 2.

NOTE.—Section I. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
- (ii) in any pre-school centre (including any crèche, nursery school, kindergarten, or play group).

Section II. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed in any—

infant welfare training school,  
mothercraft training school, or  
babies' home.

**SECTION I.****WAGES.**

1. Any employee required to live in shall be provided with laundry, free of charge, but a sum of 46s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister .. .. .	13 14 9

**SECTION II.****WAGES.**

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 46s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

(a) *Employees in Infant Welfare Training Schools only or in Infant Welfare and Mothercraft Training Schools combined.*

	Per Week.
	£ s. d.
Matron .. .. .	15 4 9
Sister—	
During the first year's service at the Institution .. .. .	12 5 3
During the second year's service at the Institution .. .. .	12 10 3
Thereafter at such Institution .. .. .	12 15 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(b) *Employees in Mothercraft Training Schools only.*

	Per Week.
	£ s. d.
Matron .. .. .	14 14 9
Sister—	
During the first year's service at the Institution .. .. .	12 5 3
During the second year's service at the Institution .. .. .	12 10 3
Thereafter at such Institution .. .. .	12 15 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(c) *Employees in Babies' Homes.*

	Per Week.
	£ s. d.
Matron .. .. .	14 0 9
Sister .. .. .	12 5 3

**PART 3.**

**NOTE.—This part applies to—**

**Certificated nurses engaged in connexion with any industrial or commercial undertaking.**

	Per Week.
	£ s. d.
During the first year's service .. .. .	11 15 3
During the second year's service .. .. .	12 0 3
Thereafter .. .. .	12 5 3

**PART 4.**

**NOTE.—Section I. of this part applies to—**

**Certificated nurses employed in his practice by a qualified medical practitioner or dentist or employed by any medical or dental society, clinic or service.**

**Section II. of this part applies to—**

**Certificated nurses employed by any nursing society or association.**

**SECTION I.****WAGES.**

	Per Week.
	£ s. d.
1. X-ray nurse, who is a registered technician :—	
During the first year's service .. .. .	12 5 3
During the second year's service .. .. .	12 10 3
Thereafter .. .. .	12 15 3
Other nurse :—	
During the first year's service .. .. .	12 0 3
During the second year's service .. .. .	12 5 3
Thereafter .. .. .	12 10 3

**SECTION II.****WAGES.**

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 46s. 9d. per week may be deducted in respect of such board and lodging notwithstanding that such employee may decide not to avail herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

	Per Week.
	£ s. d.
During the first year .. .. .	12 0 3
During the second year .. .. .	12 5 3
Thereafter .. .. .	12 10 3

Clauses, other than clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 620]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
8th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### PAINTERS BOARD.

Clauses 1 and 2 of Part I and clauses 1 and 2 of Part II of the Determination made on the 25th February, 1952, and in force as from the beginning of the first pay period to commence in March, 1952, shall be replaced by the following clauses:—

#### PART I.

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

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

2 (i)

WAGES.

(a) Apprentices and Improvers.					(b) Other Employees.		
Apprentices Per Week of 40 hours.							
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Per hour.	Per Week of 40 hours.
		s. d.	s. d.	s. d.		s. d.	s. d.
1st year .. ..	29	65 0	2 8	67 8	All classes of work .. ..	7 8½	309 2
2nd year .. ..	38	85 0	5 4	90 4			
3rd year .. ..	53	118 6	8 0	126 6			
4th year .. ..	76	170 0	10 8	180 8			
5th year .. ..	98	219 6	13 4	232 10			
Improvers.			Per Week of 40 hours.				
			s. d.				
1st year's experience .. ..				81 2			
2nd year's experience .. ..				108 5			
3rd year's experience .. ..				151 10			
4th year's experience .. ..				216 10			
5th year's experience .. ..				279 5			

## WAGES—continued.

(a) Apprentices and Improvers.	(b) Other Employees.
<p>PROPORTION (BY ANY EMPLOYER).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three journeymen or fraction of three journeymen employed.</p> <p>In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.</p> <p><i>* Improvers.</i></p> <p>One improver to three .. .. . workers receiv- Two improvers to six .. .. . ing not less Three improvers to twelve and there- } than 300s 2d. after one additional improver to every } per week of 40 twelve additional .. .. . hours.</p>	

\* Note.—The employment, within the Metropolitan District, of any improver is illegal.

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

## PART II.

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

2.

Wages

(a) Apprentices and Improvers.				
Apprentices Per Week of 40 hours.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year .. .. .	29	65 0	2 8	67 8
2nd year .. .. .	33	85 0	5 4	90 4
3rd year .. .. .	53	118 6	8 0	126 6
4th year .. .. .	76	170 0	10 8	180 8
5th year .. .. .	98	219 6	13 4	232 10

  

Improvers.			Per Week of 40 hours.
			s. d.
1st year's experience .. .. .			81 2
2nd year's experience .. .. .			108 5
3rd year's experience .. .. .			151 10
4th year's experience .. .. .			216 10
5th year's experience .. .. .			279 5

PROPORTION (BY ANY EMPLOYER).

*Apprentices.*

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

*\* Improvers.*

One improver to three .. .. . } workers receiv-  
 Two improvers to six .. .. . } ing not less  
 Three improvers to twelve and there- } than 304s. per  
 after one additional improver to every } week of 40  
 twelve additional .. .. . } hours.

(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.		
—	Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.
1st year's experience .. .. .	29	65 0
2nd year's experience .. .. .	33	85 0
3rd year's experience .. .. .	53	118 6
4th year's experience .. .. .	76	170 0
5th year's experience .. .. .	98	219 6

  

PROPORTION.

(i) Where one screen table is in operation—  
Two juvenile workers to each person receiving not less than 224s. per week of 40 hours.

(ii) Where two or more screen tables are in operation—  
For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 224s. per week of 40 hours.

\* Note.—The employment, within the Metropolitan District, of any improver is illegal.



## (c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne ; (ii) Within 5 Miles of the Post Office at Mildura ; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 8	307 0	7 10	313 6	7 7½	304 0
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)	7 8 5 8	307 0 227 0	7 10 5 10	313 6 233 6	7 7½ 5 7½	304 0 224 0

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day ;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Clauses, other than clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 621]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this

5th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### SHOPS BOARD No. 15 (GROCERS).

Clause 2 of the Determination made on the 2nd June, 1952, and in force as from the beginning of the first pay period to commence on or after the 17th June, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.	Wages per Week of 40 Hours.*	
				Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.
WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours.		s. d.	s. d.
Under 15 years of age	27	60 6	(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	292 0	289 0
15 years of age..	35	78 6	(b) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	272 6	269 6
16 years of age..	48	107 6	(c) Canvasser, i.e., an employee soliciting or collecting orders	257 0	254 0
17 years of age..	59	132 0	(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	251 9	248 9
18 years of age..	73	163 6	(e) Driver of motor vehicle with a carrying capacity of over 25 cwt.	254 6	251 6
19 years of age..	92	206 0	(f) Driver of three or more horses	257 0	254 0
20 years of age..	100+1/6	225 6	(g) Driver of two horses	254 6	251 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).  <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 254s. per week of 40 hours.  <i>Improvers.</i> One improver to every three workers receiving not less than 254s. per week of 40 hours. "Worker" includes an owner or partner acting as working manager.			(h) Driver of one horse	251 9	248 9
			(i) Stableman	249 0	246 0
			(j) All others	257 0	254 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.

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[1952

Factories and Shops Acts.

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

I, 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 August, 1952.

Dated at Melbourne, this

8th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 402 of the 22nd May, 1952, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	67 0	78 6	94 0	145 6	192 6	229 0	1st 6 months ..	69 0	80 6	96 0	112 6	124 6	139 6
2nd 6 months	78 6	94 0	145 6	192 6	229 0	..	2nd 6 months ..	80 6	96 0	112 6	124 6	139 6	..
2nd year ..	94 0	145 6	192 6	229 0	..	..	2nd year ..	96 0	112 6	124 6	139 6	..	..
3rd year ..	145 6	192 6	229 0	..	..	..	3rd year ..	112 6	124 6	139 6	..	..	..
4th year ..	192 6	229 0	..	..	..	..	4th year ..	124 6	139 6	..	..	..	..
5th year ..	229 0	..	..	..	..	..	5th year ..	139 6	..	..	..	..	..
PROPORTION.							PROPORTION.						
Males.							Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 249s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 172s. 3d. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 172s. 3d. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

## OTHER EMPLOYEES.

										Per Week of 40 Hours.
<i>Males.</i>										<i>s. d.</i>
Combination bag-making machine attendant .. .. .	..	..	..	..	..	..	..	..	..	249 0
Repairers by hand .. .. .	..	..	..	..	..	..	..	..	..	249 0
Repairers by machine .. .. .	..	..	..	..	..	..	..	..	..	249 0
Machinist on combination bag-making machine .. .. .	..	..	..	..	..	..	..	..	..	236 0
All others .. .. .	..	..	..	..	..	..	..	..	..	231 0
<i>Females.</i>										
Bag-making machinist .. .. .	..	..	..	..	..	..	..	..	..	176 9
Repairers by hand .. .. .	..	..	..	..	..	..	..	..	..	184 0
Repairers by machine .. .. .	..	..	..	..	..	..	..	..	..	184 0
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	168 0
2nd 3 months .. .. .	..	..	..	..	..	..	..	..	..	168 0
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	168 0
All others .. .. .	..	..	..	..	..	..	..	..	..	172 3

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

## PIECE-WORK.

13 The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	.. .. .	2d. each.	} Plus 10 per cent.	} With 200 per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	.. .. .	4½d. per dozen.		
Machine repairing washed sugar bags (employer to provide twine)	.. .. .	5½d. "		
Machine repairing ordinary bags (employer to provide twine)	.. .. .	4½d. "		
Machine repairing mill or coal bags (employer to provide twine)	.. .. .	1½d. "		
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	.. .. .	1½d. "		
Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.				
Hand repairing ordinary bags (employee to provide twine)	.. .. .	10d. per dozen.		
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	.. .. .	1s. 6d. "		
Hand repairing wool packs (employee to provide twine)	.. .. .	4½d. each.		

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



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Factories and Shops Acts.

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

I, 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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 530 of 25th May, 1951, shall be replaced by the following clause:—

2.

Apprentices and Juvenile Workers.					Other Employees.			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
(a) Apprentices.								
—	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	19	42 6	0 6	43 0	Chief Pharmaceutical Chemist	348 0	6 0	354 0
2nd six months' experience ..	29	65 0	1 0	66 0	Assistant Pharmaceutical			
3rd six months' experience ..	39	87 6	1 3	88 9	Chemist .. .. .	308 0	6 0	314 0
4th six months' experience ..	49	110 0	1 9	111 9	Unqualified Assistant ..	290 0	6 0	296 0
5th six months' experience ..	59	132 0	2 0	134 0	Female Shop Assistant not en-			
6th six months' experience ..	69	154 6	2 3	156 9	gaged in dispensing or com-			
7th six months' experience ..	78	174 6	2 6	177 0	pounding medicines, drugs,			
8th six months' experience ..	97	217 6	3 0	220 6	or medicinal preparations			
and thereafter the appropriate rate prescribed herein under the					(i) With less than 3½ years	183 6	3 0	186 6
heading "Other Employees".					experience in a dispensary	194 6	3 0	197 6
(b) Juvenile Workers.					(ii) All others .. .. .			
—	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.				
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>				
1st six months' experience ..	19	42 6	0 6	43 0				
2nd six months' experience ..	24	54 0	1 0	55 0				
3rd six months' experience ..	33	74 0	1 3	75 3				
4th six months' experience ..	42	94 0	1 9	95 9				
5th six months' experience ..	48	107 6	2 0	109 6				
6th six months' experience ..	57	127 6	2 3	129 9				
7th six months' experience ..	66	148 0	2 6	150 6				
8th six months' experience ..	75	168 0	3 0	171 0				
and thereafter the appropriate rate prescribed herein under the								
heading "Other Employees".								

PROPORTION (IN ANY PLACE).

(a) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 314s. per week.

(b) Juvenile Workers.

One juvenile worker (i.e. a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

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

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







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 624]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this

8th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1237 of the 30th November, 1951, shall be replaced by the following clauses:—

#### (a) WEEKLY WAGES.

##### Apprentices or Improvers.

2.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 19 0	3 13 0	5 17 6
2nd six months .. .. .	3 8 0	4 1 6	6 9 0
3rd six months .. .. .	3 19 6	4 10 0	7 8 0
4th six months .. .. .	4 17 6	5 3 6	8 5 0
5th six months .. .. .	5 9 0	5 17 6	..
6th six months .. .. .	6 2 6	6 9 0	..
7th six months .. .. .	8 15 0	7 8 0	..
8th six months .. .. .	10 2 0	8 6 0	..
9th six months .. .. .	11 7 0	..	..
10th six months .. .. .	11 11 6	..	..

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

	Male Juveniles.
	£ s. d.
16 years of age .. .. .	3 15 0
17 years of age .. .. .	5 2 0
18 years of age .. .. .	6 16 0
19 years of age .. .. .	10 6 6
20 years of age .. .. .	11 8 0

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

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

#### (b) PROPORTION (IN ANY FACTORY OR PLACE).

##### Apprentices, Improvers and Juveniles.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.  
(ii) Not more than three female apprentices or improvers shall be employed to every journeywomen. Provided that where in respect of any class the same rate is fixed for a journeywomen as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.  
(iii) One male juvenile may be employed to every two or fraction of two adults.  
(iv) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

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

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

## FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen year 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 indenture 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.

## 3. OTHER PERSONS EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Wages per Week.
	£ s. d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	14 15 0
Tailors, namely, males employed repairing and/or altering garments of any description ..	14 1 0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	13 11 0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	13 11 0
Female pressers, namely, females employed pressing any part of male outer garments ..	13 11 0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine ..	13 8 0
Other male dry cleaners ..	12 15 0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	12 15 0
Spotters ..	13 0 0
Hat blockers, namely, males employed blocking hats ..	13 3 0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	12 15 0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	12 15 0
All other adult males not herein classified ..	11 15 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.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight ..	9 16 0
Repairers, namely, females employed repairing garments or articles of any description ..	9 11 0
Spotters ..	10 1 0
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description ..	9 6 0
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers ..	9 6 0
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description ..	9 16 0
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description ..	9 16 0
All other adult females not herein classified ..	8 16 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.

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



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority

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No. 625]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 514 of the 20th June, 1952, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
Apprentices.				Improvers.
Commencing Age.				
Under 16 Years.	16 or 17 Years.	Over 17 Years.		
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	58 0	76 0	96 6	67 0
2nd year's experience ..	87 6	107 6	134 6	101 0
3rd year's experience ..	116 6	145 6	183 6	127 6
4th year's experience ..	154 6	192 6	237 0	170 0
5th year's experience ..	192 6	237 0	..	204 0
6th year's experience ..	237 0	..	..	243 6

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.				
				s. d.
Under 16 years of age ..	..	..	..	58 0
16 years of age ..	..	..	..	74 0
17 years of age ..	..	..	..	92 0
18 years of age ..	..	..	..	125 6
19 years of age ..	..	..	..	154 6
20 years of age ..	..	..	..	192 6

PROPORTION (IN ANY PLACE).

*Apprentices.*

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—  
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

*Improvers.*

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

Other Employees.

				s. d.
Die Sinker, by hand and/or by machine ..	..	..	..	289 0
Badge Toolmaker ..	..	..	..	267 0
Steel Stamp Cutter ..	..	..	..	277 0
Engravers by hand ..	..	..	..	272 0
Engravers, copperplate ..	..	..	..	272 0
Pantagraph Operator (other than die sinking or steel stamp cutting) ..	..	..	..	261 0
Stencil Plate Cutter ..	..	..	..	251 0
Drop Hammer Stamper who sets dies and makes force ..	..	..	..	248 0
Press Operator ..	..	..	..	246 0
Other Employees with not less than three months' experience in the industry ..	..	..	..	232 0
All Others ..	..	..	..	226 0

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

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No. 626]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### FARRIERS BOARD.

Clause 2 of the Determination made on the 5th May, 1952, and in force as from the beginning of the first pay period to commence on or after the 20th May, 1952, shall be replaced by the following clause:—

2.

#### Wages.

Apprentices and Improvers.				Other Employees.	
		Percentage of Basic Wage.	Total Wage Per Week 40 Hours.		
			s. d.		
1st year's experience	.. ..	39	87 6	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
2nd year's experience	.. ..	43	96 6		
3rd year's experience	.. ..	54	121 0		
4th year's experience	.. ..	83	186 0		
5th year's experience	.. ..	100 + 6s.	230 0	(b) Employed outside the areas specified in paragraph (a):—	
				All Employees 270s. per week of 40 hours.	
PROPORTION (WITHIN ANY PLACE).					
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.					

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 627]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this

5th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 376 of the 16th May, 1952, shall be replaced by the following clause:—

2.

IMPROVERS.					OTHER EMPLOYEES.				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
Age.	Males.		Females.						
	Percentage of Basic Wage.		Percentage of Female Basic Wage.						
		s. d.		s. d.					
Under 16 years ..	30	67 0	35	59 0					
16 years ..	38	85 0	39	65 6					
17 years ..	51	114 0	46	77 6					
18 years ..	56	125 6	55	92 6					
19 years ..	73	163 6	66	111 0					
20 years ..	83	186 0	75	126 0					
PROPORTION (IN ANY PLACE).									
<i>Improvers.</i>									
One improver to every worker receiving not less than the minimum wage.									
<i>Note.</i> —For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.									
					MALES.				
					s. d.				
					Persons employed in the cotton wool bleaching department .. .. .				
					Woolen pickers .. .. .				
					Feeders of—				
					Rag machines .. .. .				
					Other machines .. .. .				
					Rippers .. .. .				
					Persons operating milling machine, hardening machine, or tentering machine .. .. .				
					Persons operating other machines .. .. .				
					Assistant to persons operating milling machine, hardening machine, or tentering machine .. .. .				
					Assistant to persons operating other machines .. .. .				
					Cotton pickers .. .. .				
					All others .. .. .				
					Leading hands, if in charge of four or more workers				
					5s. a week extra				
					FEMALES.				
					Feeders of rag machines .. .. .				
					Feeders of machines other than rag machines .. .. .				
					Rippers .. .. .				
					Woolen pickers .. .. .				
					Cotton pickers .. .. .				
					Weighers and wrappers of cotton wool .. .. .				
					All others .. .. .				
					Leading hands, if in charge of four or more workers				
					5s. a week extra				

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

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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MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 375 of the 16th May, 1952, shall be replaced by the following clause:—

#### WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	83 0	49	82 6	Packers, graders or sizers of fruit by hand .. 260 0
16 to 17 years of age ..	45	101 0	60	101 0	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers).. 260
17 to 18 years of age ..	55	123 0	66	111 0	Persons bringing fruit from and putting fruit into cool-store chambers .. 255 0
18 to 19 years of age ..	73	163 6	95	159 6	Case ladders and nailers—machine .. 255 0
19 to 20 years of age ..	93	208 6	98	164 6	Case ladders and nailers—hand .. 255 0
20 to 21 years of age ..	100 + 11s.	235 0	100 + 10s.	178 0	Case wirers .. 255 0
* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.					Persons stacking and unstacking cases of fruit, but not in cool chambers .. 250 0
Proportion (in any Place).					Persons feeding grading, washing, or sizing machines .. 250 0
One improver to every two or fraction of two workers receiving not less than the minimum wage.					Empty case hands or case yardsmen .. 250 0
					Case labellers or persons engaged in branding and marking cases .. 250 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 250 0
					Persons sweeping up and removing debris in or around a packing shed .. 250 0
					All others .. 237 0
					<b>Females.</b>
					Packers, graders or sizers of fruit by hand .. 260 0
					Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 187 6
					All others .. 182 3

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 12s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

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





# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1222 of the 29th November, 1951, shall be replaced by the following clauses:—

### APPRENTICES AND IMPROVERS.

2. (a)

*Rates per Week of 40 Hours.*

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 19 0	3 13 0	5 17 6
2nd six months .. .. .	3 8 0	4 1 6	6 9 0
3rd six months .. .. .	3 19 6	4 10 0	7 8 0
4th six months .. .. .	4 17 6	5 3 6	8 5 0
5th six months .. .. .	5 9 0	5 17 6	..
6th six months .. .. .	6 2 6	6 9 0	..
7th six months .. .. .	8 15 0	7 8 0	..
8th six months .. .. .	10 2 0	8 5 0	..
9th six months .. .. .	11 7 0	..	..
10th six months .. .. .	11 11 6	..	..

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

(b)

### PROPORTION (IN ANY FACTORY OR PLACE).

#### *Apprentices or Improvers.*

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

## 3.

## OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
	£ s. d.
<i>Journeymen.</i>	
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description .. .. .	14 15 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine .. .. .	13 19 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns .. .. .	13 5 0
Machinists, namely, males employed machining any part of a garment and/or part of an article .. .. .	13 14 0
All other adult males not herein classified .. .. .	11 15 0

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine .. .. .	10 1 0
Machinists, namely, females employed machining any part of a garment or part of an article .. .. .	9 16 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand .. .. .	9 16 0
All other adult females not herein classified .. .. .	8 16 0

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

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



# VICTORIA GOVERNMENT GAZETTE.

**Published by Authority.**

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

**No. 630]**

**MONDAY, AUGUST 11.**

**[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 August, 1952.

Dated at Melbourne, this  
8th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## HEADWEAR AND STRAW HAT BOARD.

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

2. (a)

### WAGES.

#### *Apprentices or Improvers.*

Experience.	Males.	Females.	Female Improvers Commencing at the Trade Between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 19 0	3 13 0	5 17 6
2nd six months .. .. .	3 8 0	4 1 6	6 9 0
3rd six months .. .. .	3 19 6	4 10 0	7 8 0
4th six months .. .. .	4 17 6	5 3 6	8 5 0
5th six months .. .. .	5 9 0	5 17 6	..
6th six months .. .. .	6 2 6	6 9 0	..
7th six months .. .. .	8 15 0	7 8 0	..
8th six months .. .. .	10 2 0	8 5 0	..
9th six months .. .. .	11 7 0	..	..
10th six months .. .. .	11 11 6	..	..

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

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

(b)

### PROPORTION (IN ANY FACTORY OR PLACE).

#### *Apprentices or Improvers.*

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

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

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

## FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

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

## PERSONS ELIGIBLE FOR APPRENTICESHIP.

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

## INDENTURE COMPLETED.

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

## COMPLETION OF APPRENTICESHIP.

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

## APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

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

## TIME SERVED IN ANY GROUP TO COUNT.

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

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

## PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.

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

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

3.

## OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	14 1 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	13 16 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	13 8 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	13 8 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	14 2 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	13 8 0
Pressers, namely, males employed pressing any article of headwear ..	13 8 0
Machinists, namely, males employed machining any parts of articles of headwear ..	13 11 0
All other adult males not herein classified ..	11 15 0

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	10 6 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	9 16 0
Pressers, namely, females employed pressing any article of headwear ..	9 8 0
Machinists, namely, females employed machining any part of articles of headwear ..	9 11 0
Milliners, tablehands, adornment workers, or finishers ..	9 11 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	10 6 0
Hand sewers of buttons, hooks and eyes, press studs ..	8 19 0
All other adult females not herein classified ..	8 16 0

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

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

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



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No. 631]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this  
8th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 3 of the 7th January, 1952, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Secretary.</i>											
Where the adjusted bed capacity is—											
under	25	..	..	..	..	..	..	..	..	15 18 6	13 11 3
25 to	35	..	..	..	..	..	..	..	..	16 4 0	13 15 9
36 "	45	..	..	..	..	..	..	..	..	16 12 3	14 2 3
46 "	55	..	..	..	..	..	..	..	..	17 0 6	14 8 9
56 "	65	..	..	..	..	..	..	..	..	17 11 6	14 17 9
66 "	75	..	..	..	..	..	..	..	..	18 2 6	15 6 6
76 "	85	..	..	..	..	..	..	..	..	18 13 6	15 8 6
86 "	95	..	..	..	..	..	..	..	..	19 7 3	15 14 0
96 "	105	..	..	..	..	..	..	..	..	20 6 6	16 8 6
106 "	125	..	..	..	..	..	..	..	..	21 5 9	17 2 9
126 "	150	..	..	..	..	..	..	..	..	22 5 0	17 17 3
151 "	175	..	..	..	..	..	..	..	..	23 4 3	18 11 9
176 "	200	..	..	..	..	..	..	..	..	24 3 6	19 6 3
201 "	250	..	..	..	..	..	..	..	..	25 2 9	20 0 6
251 "	300	..	..	..	..	..	..	..	..	26 2 0	20 15 0
301 "	350	..	..	..	..	..	..	..	..	27 1 3	21 9 6
351 "	400	..	..	..	..	..	..	..	..	28 0 6	22 4 0
401 "	450	..	..	..	..	..	..	..	..	29 2 6	23 0 6
451 "	500	..	..	..	..	..	..	..	..	30 4 6	23 17 0
501 "	550	..	..	..	..	..	..	..	..	31 6 6	24 13 6
551 "	600	..	..	..	..	..	..	..	..	32 8 6	25 10 0
601 "	650	..	..	..	..	..	..	..	..	33 10 6	26 6 6
651 "	700	..	..	..	..	..	..	..	..	34 12 6	27 3 0
701 "	750	..	..	..	..	..	..	..	..	35 14 6	27 19 6

## WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Assistant Secretary.</i>											
Where the adjusted bed capacity is—											
under	150	..	..	..	..	..	..	..	..	17 11 6	14 7 3
151	" 175	..	..	..	..	..	..	..	..	17 17 0	14 11 3
176	" 200	..	..	..	..	..	..	..	..	18 2 6	14 15 6
201	" 250	..	..	..	..	..	..	..	..	18 13 6	15 3 9
251	" 300	..	..	..	..	..	..	..	..	19 4 6	15 12 0
301	" 350	..	..	..	..	..	..	..	..	19 15 6	16 0 3
351	" 400	..	..	..	..	..	..	..	..	20 6 6	16 8 6
401	" 450	..	..	..	..	..	..	..	..	20 17 6	16 16 9
451	" 500	..	..	..	..	..	..	..	..	21 8 6	17 5 0
501	" 550	..	..	..	..	..	..	..	..	21 19 6	17 13 3
551	" 600	..	..	..	..	..	..	..	..	22 10 6	18 1 6
601	" 650	..	..	..	..	..	..	..	..	23 1 6	18 9 9
651	" 700	..	..	..	..	..	..	..	..	23 12 6	18 18 0
701	" 750	..	..	..	..	..	..	..	..	24 3 6	19 6 3
<i>Accountant.</i>											
Where the adjusted bed capacity is—											
under	95	..	..	..	..	..	..	..	..	15 18 6	13 2 6
96	" 105	..	..	..	..	..	..	..	..	16 4 0	13 6 6
106	" 125	..	..	..	..	..	..	..	..	16 9 6	13 10 9
126	" 150	..	..	..	..	..	..	..	..	16 15 0	13 14 9
151	" 175	..	..	..	..	..	..	..	..	17 0 6	13 19 0
176	" 200	..	..	..	..	..	..	..	..	17 6 0	14 3 0
201	" 250	..	..	..	..	..	..	..	..	17 11 6	14 7 3
251	" 300	..	..	..	..	..	..	..	..	18 2 6	14 15 6
301	" 350	..	..	..	..	..	..	..	..	18 13 6	15 3 9
351	" 400	..	..	..	..	..	..	..	..	19 4 6	15 12 0
401	" 450	..	..	..	..	..	..	..	..	19 15 0	16 0 3
451	" 500	..	..	..	..	..	..	..	..	20 6 6	16 8 6
501	" 550	..	..	..	..	..	..	..	..	20 17 6	16 16 9
551	" 600	..	..	..	..	..	..	..	..	21 8 6	17 5 0
601	" 650	..	..	..	..	..	..	..	..	21 19 6	17 13 3
651	" 700	..	..	..	..	..	..	..	..	22 10 6	18 1 6
701	" 750	..	..	..	..	..	..	..	..	23 1 6	18 9 9
<i>Chief Clerk.</i>											
Where the adjusted bed capacity is—											
under	105	..	..	..	..	..	..	..	..	13 14 6	11 9 6
106 to	175	..	..	..	..	..	..	..	..	14 5 6	11 17 9
176	" 250	..	..	..	..	..	..	..	..	14 11 0	12 1 9
251	" 350	..	..	..	..	..	..	..	..	14 16 6	12 6 0
351	" 400	..	..	..	..	..	..	..	..	15 2 0	12 10 0
401	" 450	..	..	..	..	..	..	..	..	15 7 6	12 14 3
451	" 500	..	..	..	..	..	..	..	..	15 13 0	12 18 3
501	" 550	..	..	..	..	..	..	..	..	15 18 6	13 2 6
551	" 600	..	..	..	..	..	..	..	..	16 4 0	13 6 6
601	" 650	..	..	..	..	..	..	..	..	16 9 6	13 10 9
651	" 700	..	..	..	..	..	..	..	..	16 18 0	13 14 9
701	" 750	..	..	..	..	..	..	..	..	17 0 6	13 19 0

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 632]

MONDAY, AUGUST 11.

[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 August, 1952.

Dated at Melbourne, this

5th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

## INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 476 of the 30th May, 1952, shall be replaced by the following clause:—

2.

### WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	Oxygen, Acetylene, Air, Nitrogen, CO <sub>2</sub> , and Hydrogen.	
		s. d.	£ s. d.		£ s. d.
Under 16 years of age ..	24	2 0	2 16 0	Acetylene plant attendant .. ..	13 11 6
16 years of age ..	34	3 0	3 19 0	Acetylene generator attendant .. ..	13 6 6
17 years of age ..	46	4 0	5 7 0	Operator of dry-ice machine .. ..	12 8 0
18 years of age ..	58	5 0	6 15 0	Cylinder tester and/or valve hand ..	13 3 0
19 years of age ..	73	6 0	8 9 6	Cylinder filler .. ..	13 1 0
20 years of age ..	88	7 0	10 4 0	Other employees with not less than three months' experience in the industry .. ..	12 8 0
				All others .. ..	11 7 0

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

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

### 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 clause 2, of the said Determination shall remain in force.

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

No. 632.—7424/52.—PRICE 3d.

