VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

No. 652] WEDNESDAY, AUGUST 13. [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
12th day of Au4ust, 1952.

H. N. JONES,
Acting Secretary for Labour.

## RETAIL DAIRY BOARD.

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

2.

| Improvers. | | | | |
|---|---|---|---|---|
| Wages Per Week of 40 Hours. | | | | |
| — | Shift Workers. | | All Others. | |
| | Percentage of Basic Wage. | Amount. | Percentage of Basic Wage. | Amount. |
| | | s. d. | | s. d. |
| Under 16 years .. | .. | .. | 50 | *112 0 |
| 16–17 years .. | .. | .. | 58 | *130 0 |
| 17–18 years .. | .. | .. | 66 | *148 0 |
| 18–19 years .. | 84 | *188 0 | 75 | *168 0 |
| 19–20 years .. | 92 | *206 0 | 84 | *188 0 |
| 20–21 years .. | 98 | *219 6 | 90 | *201 6 |

PROPORTION (IN ANY PLACE).

*Wales.*

One improver to every eight or fraction of eight workers receiving not less than 242s. 6d. per week of 40 hours.

| Other Employees. | | |
|---|---|---|
| Wages.* | | |
| — | Per Week of 40 Hours. | |
| | Shift Workers. | All Others. |
| | Weekly Wage. | Weekly Wage. |
| | s. d. | s. d. |
| Manager .. .. .. | *278 6 | *267 6 |
| Foreman .. .. .. | *273 6 | *262 6 |
| Operator of— | | |
| Pasteurizer .. .. | *259 6 | *248 6 |
| Separator or milk cooler .. | *254 6 | *243 6 |
| Washer or sterilizer of cans or bottles .. .. .. | *254 6 | *243 6 |
| All others .. .. .. | *253 6 | *242 6 |

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

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

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

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

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

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

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

No. 652.—7441/52.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

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**No. 653] WEDNESDAY, AUGUST 13. [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
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

## SALTWORKERS BOARD.

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

2. (*a*) WAGES.

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

| Males. | Percentage of Basic Wage. | Amount Per Week of 40 Hours. s. d. |
|---|---|---|
| 14 years of age .. .. | 29 | 65 0 |
| 15 years of age .. .. | 36 | 80 6 |
| 16 years of age .. .. | 45 | 101 0 |
| 17 years of age .. .. | 58 | 130 0 |
| 18 years of age .. .. | 73 | 163 6 |
| 19 years of age .. .. | 89 | 199 6 |
| 20 years of age .. .. | 100 plus 5s. | 229 0 |

| Females. | Percentage of Female Basic Wage. | Amount Per Week of 40 Hours. s. d. |
|---|---|---|
| 16 years of age .. .. | 34 | 57 0 |
| 17 years of age .. .. | 38 | 64 0 |
| 18 years of age .. .. | 47 | 79 0 |
| 19 years of age .. .. | 57 | 96 0 |
| 20 years of age .. .. | 69 | 116 0 |

Apprentices or Improvers.

PROPORTION (in any place).

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

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

Juvenile Workers.

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

Other Employees (Day Shifts).

MALES.

| — | Per Week of 40 Hours. s. d. |
|---|---|
| Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— | |
| Foreman—i.e., one who has the control of more than six men .. .. .. .. .. | 262 6 |
| Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men .. .. .. | 255 0 |
| Truckman or brakeman— | |
| (*a*) Power trucks .. .. .. .. | 254 0 |
| (*b*) Horse trucks or wagons .. .. .. | 249 0 |
| Operator of mechanical salt excavator .. .. | 267 0 |
| Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith .. .. .. .. .. | 256 6 |
| Plate layer in charge of the laying down and/or repairing of permanent line .. .. .. .. | 255 0 |
| Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building .. .. .. .. .. | 260 0 |
| Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building .. | 255 0 |
| Salt loaders from stacks .. .. .. .. | 252 0 |
| Employees in charge of movement of sea water and engaged in preparation of brine .. .. .. | 252 0 |
| Thatcher of salt stacks .. .. .. .. | 252 0 |
| Stack builder, where mechanical stackers are used .. | 252 0 |
| All others .. .. .. .. .. .. | 249 0 |

WAGES—*continued.*

| (*a*) Apprentices, Improvers or Juvenile Workers (Day Shifts). | Other Employees (Day Shifts). | | |
|---|---|---|---|
| | MALES. | | |
| | — | Per Week of 40 Hours. | |
| | *Shed and Factory Hands.* | | |
| | Persons employed treating, crushing, or refining salt :— | *s.* | *d.* |
| | Shed hand in charge of seven or more men .. .. | 262 | 0 |
| | Shed hand in charge of six or less men .. .. | 255 | 0 |
| | Shed hand who is required to stack .. .. | 249 | 0 |
| | Shift Foreman— | | |
| | In charge of a wet and dry plant .. .. | 270 | 0 |
| | In charge of a dry plant .. .. .. | 262 | 0 |
| | In charge of a wet plant .. .. .. | 262 | 0 |
| | Millwrights .. .. .. .. .. | 262 | 0 |
| | Hydro Operator .. .. .. .. .. | 252 | 6 |
| | Tutosal Operator, i.e., an employee responsible for mixing | 247 | 6 |
| | All Others .. .. .. .. .. | 246 | 0 |
| | *By-products Section.* | | |
| | Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products .. .. .. | 256 | 6 |
| | Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products | 255 | 0 |
| | All others .. .. .. .. .. | 249 | 0 |
| | FEMALES. | | |
| | All Adults .. .. .. .. .. | 168 | 0 |

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

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

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

VICTORIA

# GOVERNMENT GAZETTE.

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**No. 654]** **WEDNESDAY, AUGUST 13.** **[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.

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## WICKER AND BABY CARRIAGE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette No.* 689 of the 19th July, 1951, shall be replaced by the following clauses:—

2. WAGES.

| Adults, Journeymen or Journeywomen. | Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Weekly Wages. Elsewhere in Victoria. |
|---|---|---|
| GROUP "A"—WICKER AND BASKET WORK. | £ s. d. | £ s. d. |
| *Basket maker or repairer* | 13 11 6 | 13 8 6 |
| Employee fitting lining or lettering baskets | 13 11 6 | 13 8 6 |
| Wicker frame maker | 13 11 6 | 13 8 6 |
| Wicker furniture maker | 13 4 0 | 13 1 0 |
| Employee making reed tex, hy-tex, or similar materials | 13 4 0 | 13 1 0 |

No. 654.—7468/52.—PRICE 3D.

WAGES—*continued.*

| Adults, Journeymen or Journeywomen. | Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
|---|---|---|
| GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF. | | |
| *Males.* | £ s. d. | £ s. d. |
| Upholsterers | 13 4 0 | 13 1 0 |
| Body-makers | 13 4 0 | 13 1 0 |
| Hood makers | 13 4 0 | 13 1 0 |
| Assembler of baby carriages, dolls' carriages and mobile chairs | 13 4 0 | 13 1 0 |
| Painters | 13 4 0 | 13 1 0 |
| Sprayers | 13 4 0 | 13 1 0 |
| Ironworkers | 13 4 0 | 13 1 0 |
| Wicker workers | 13 4 0 | 13 1 0 |
| Employee making reed tex, hy-tex, or similar materials | 13 4 0 | 13 1 0 |
| Wheel maker | 13 4 0 | 13 1 0 |
| Assembler of parts of dolls' carriages, baby carriages or mobile chairs | 11 10 0 | 11 7 0 |
| *Females.* | | |
| Machinists, sewers, or cutters | 9 8 0 | 9 5 6 |
| Folding hood makers | 9 8 0 | 9 5 6 |
| GROUP "C"—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. | | |

APPRENTICES AND IMPROVERS—RATES OF PAY.

3. The following shall be the rates of pay for apprentices and improvers :—

| — | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
|---|---|---|
| *Male Apprentices.* | s. d. | s. d. |
| 5-year Term— | | |
| 1st year's experience | 63 6 | 62 6 |
| 2nd year's experience | 88 6 | 87 0 |
| 3rd year's experience | 118 0 | 116 6 |
| 4th year's experience | 186 0 | 183 6 |
| 5th year's experience | 230 0 | 227 0 |
| 4-year Term— | | |
| 1st year's experience | 72 6 | 71 6 |
| 2nd year's experience | 118 0 | 116 6 |
| 3rd year's experience | 186 0 | 183 6 |
| 4th year's experience | 230 0 | 227 0 |
| *Male Improvers.* | | |
| Under 16 years of age | 54 0 | 53 0 |
| 16 and under 17 | 65 6 | 65 0 |
| 17 and under 18 | 88 6 | 87 0 |
| 18 and under 19 | 118 0 | 116 6 |
| 19 and under 20 | 186 0 | 183 6 |
| 20 and under 21 | 229 0 | 226 0 |
| *Female Apprentices.* | | |
| 1st year's experience | 77 6 | 76 0 |
| 2nd year's experience | 110 6 | 109 0 |
| 3rd year's experience | 148 0 | 146 0 |
| 4th year's experience | 169 6 | 167 0 |
| (A female shall not be apprenticed until she is 16 years of age) | | |
| *Female Improvers.* | | |
| 16 years and under | 55 6 | 54 6 |
| 17 years | 77 6 | 76 0 |
| 18 years | 110 6 | 109 0 |
| 19 years | 148 0 | 146 0 |
| 20 years | 169 6 | 167 0 |

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force, provided that the weekly earnings of each piece-worker shall be increased by the sum of 140s.

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No. 655] WEDNESDAY, AUGUST 13. [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 12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

## ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 524 of the 25th June, 1952; shall be replaced by the following clauses:—

2.

| Adults. | Wages per Week of 40 Hours. Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| *(a) General.* | | | |
| Electrician in charge of electrical supply undertaking | 15 0 6 | 15 7 0 | 14 17 6 |
| Electrical instrument maker and/or repairer (as defined) | 14 11 6 | 14 18 0 | 14 8 6 |
| Installation inspector and/or tender | 14 0 6 | 14 7 0 | 13 17 6 |
| Shift electrician | 13 16 0 | 14 2 6 | 13 13 0 |
| Refrigeration mechanic or serviceman | 13 16 0 | 14 2 6 | 13 13 0 |
| Electrician in charge of plant and/or installation | 13 16 0 | 14 2 6 | 13 13 0 |
| Electrical fitter and/or armature winder | 13 16 0 | 14 2 6 | 13 13 0 |
| Battery fitter | 13 16 0 | 14 2 6 | 13 13 0 |
| Cable jointer, on high tension (over 6,600 volts) | 13 14 6 | 14 1 0 | 13 11 6 |
| Cable jointer, on low tension (under 6,600 volts) | 13 11 6 | 13 18 0 | 13 8 6 |
| Cable jointer's mate | 12 7 0 | 12 13 6 | 12 4 0 |
| Coremaker (transformers) | 12 10 0 | 12 16 6 | 12 7 0 |
| Electrical mechanic | 13 16 0 | 14 2 6 | 13 13 0 |
| Linesman | 13 4 0 | 13 10 6 | 13 1 0 |
| Linesman's assistant | 12 7 0 | 12 13 6 | 12 4 0 |
| Patrolman— | | | |
| (a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises | 13 4 0 | 13 10 6 | 13 1 0 |
| (b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing | 12 9 6 | 12 16 0 | 12 6 6 |
| Meter tester (1st grade) | 13 3 0 | 13 9 6 | 13 0 0 |
| Meter tester (2nd grade) | 12 16 0 | 13 2 6 | 12 13 0 |
| Meter fixer | 12 16 0 | 13 2 6 | 12 13 0 |
| Switchboard attendant | 13 2 6 | 13 9 0 | 12 19 6 |
| Battery attendant | 12 8 0 | 12 14 6 | 12 5 0 |
| Electrical fitter's and mechanic's assistant | 12 7 0 | 12 13 6 | 12 4 0 |
| Process worker | 12 6 0 | 12 12 6 | 12 3 0 |
| Other employees with not less than three months' experience in the metal trades industry | 11 13 0 | 11 19 6 | 11 10 0 |
| Employee not elsewhere classified | 11 7 0 | 11 13 6 | 11 4 0 |
| *(b) Wet Battery Manufacturing.* | | | |
| Plante assembler | 12 16 0 | 13 2 6 | 12 13 0 |
| Battery repairer (factory) | 12 13 0 | 12 19 6 | 12 10 0 |
| Mixing and pasting by hand | 12 11 0 | 12 17 6 | 12 8 0 |
| Charging and moulding of grids | 12 11 0 | 12 17 6 | 12 8 0 |
| Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) | 12 10 0 | 12 16 6 | 12 7 0 |
| Formation process | 12 8 0 | 12 14 6 | 12 5 0 |
| All others in this subdivision | 12 6 0 | 12 12 6 | 12 3 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.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowats), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

*Ship Repairing.*

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

3. (*a*) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

(*d*) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

*Proportion.*

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

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

In the trade of—

Electrical mechanic,

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

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

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

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,
Electrical mechanic, and
Refrigeration mechanic or serviceman,

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

*Period of Apprenticeship.*

(*f*) The periods of apprenticeship shall be as follows:—

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

(*i*) The minimum weekly rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed 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.

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.

(*j*) *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. | Other Parts of Victoria. |
|---|---|---|---|---|
| | *s. d.* | *s. d.* | *s. d.* | *s. d.* |
| *Four and Five-year Terms.* | | | | |
| 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 |
| *Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.* | | | | |
| 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.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

*Wages per Week of 40 Hours.*

| — | *Percentage of Basic Wage. | Margin. | Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|---|---|---|---|---|---|
| *I.—Adult Females.* | | s. d. | £ s. d. | £ s. d. | £ s. d. |
| 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 27 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.

| | | Additional Amounts. | | | |
|---|---|---|---|---|---|
| *II.—Junior Females.* | | | | | |
| 17 years of age and under .. .. .. | 52 | 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 |
| *III.—Junior Males.* | | | | | |
| Under 16 years of age .. .. .. | 24 | 2 0 | 2 16 0 | 2 17 6 | 2 15 0 |
| 16 years of age .. .. .. .. | 34 | 3 0 | 3 19 0 | 4 1 6 | 3 18 0 |
| 17 years of age .. .. .. .. | 46 | 4 0 | 5 7 0 | 5 10 0 | 5 5 6 |
| 18 years of age .. .. .. .. | 58 | 5 0 | 6 15 0 | 6 18 6 | 6 13 0 |
| 19 years of age .. .. .. .. | 73 | 6 0 | 8 9 6 | 8 14 6 | 8 7 6 |
| 20 years of age .. .. .. .. | 88 | 7 0 | 10 4 0 | 10 10 0 | 10 1 6 |

* The percentages for junior females relate to the female basic wage, but, in all other cases, 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 :—

if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles ; or
using electric arc or oxy acetylene blow pipe.

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

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

# VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 656] WEDNESDAY, AUGUST 13. [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
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

## ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 521 of the 25th June, 1952, shall be replaced by the following clauses :—

2. WAGES.

| Adults. | Per Week of 40 Hours. s. | d. |
|---|---|---|
| *Males.* | | |
| Grinder or polisher | 261 | 6 |
| Electro-plater— | | |
| 1st Class | 276 | 0 |
| 2nd Class | 261 | 0 |
| 3rd Class | 246 | 0 |
| Liner or hand decorator | 261 | 6 |
| Coater | 251 | 6 |
| Spray operator | 248 | 0 |
| Other employees with not less than three months' experience in the metal trades industry | 233 | 0 |
| All others | 224 | 0 |
| *Females.* | | |
| Females employed at— | | |
| (*a*) hand burnishing, hand finishing, or lacquering | 190 | 6 |
| (*b*) polishing | 261 | 6 |
| All others { under one month's experience in the industry | 168 | 0 |
| All others { thereafter | 184 | 0 |

No. 656.—7406/52.—PRICE 3D.

*Leading Hands.*

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

APPRENTICESHIP.

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Proportion.*

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

(i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
(ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 224s. per week, and two female apprentices to every three female workers receiving not less than 168s. per week.

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.

*Period of Apprenticeship.*

(*e*) 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.

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

(*h*) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, and in all contracts of apprenticeship hereafter made the employer shall covenant of pay wages of not less than such rates.

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

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

| — | Percentage of Basic Wage. | Total Wage Payable. |
|---|---|---|
| *Four and Five-year Terms.* | Per Week. | s. d. |
| 1st year | 32 | 71 6 |
| 2nd year | 43 | 96 6 |
| 3rd year | 54 | 121 0 |
| 4th year | 83 | 186 0 |
| 5th year | 100 + 6s. | 230 0 |
| *Four-year Terms—Apprentices Commencing after the Age of 17 Years.* | | |
| 1st year | 34 | 76 0 |
| 2nd year | 54 | 121 0 |
| 3rd year | 83 | 186 0 |
| 4th year | 100 + 6s. | 230 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.*

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

*Overtime and Shift Work.*

(*k*) No apprentice under the age of 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.*

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

*Lost Time.*

(*m*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or 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.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

*Wages per Week of 40 Hours.*

| — | *Percentage of Basic Wage. | Additional Amount. | Total Wage Payable. |
|---|---|---|---|
| | Per Week. | Per Week. | Per Week. |
| *I.—Junior Females.* | | *s. d.* | £ *s. d.* |
| 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 |
| *II.—Junior Males.* | | | |
| 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 in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d., half or less than half of 6d., in a result is disregarded.

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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*) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or small articles; or
using electric arc or oxy-acetylene blow pipe.

Clauses, other than clauses 2, 3 and 4, 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. 657] WEDNESDAY, AUGUST 13. [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.

## FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., of the Determination published in *Government Gazette* No. 485 of the 5th June, 1952, shall be replaced by the following clauses:—

### PART I.

**B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.**

1. WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

| Apprentices. | Improvers. |
|---|---|
| One apprentice to every three or fraction of three workers receiving not less than 305s. 7D. per week. | (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—<br>One improver to every three workers receiving not less than 305s. 7D. per week.<br>(ii) Any other class of work—<br>One improver to every six workers receiving not less than 305s. 7D. per week. |

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

No. 657.—7411/52.—PRICE 3D.

| Other Employees. | Wages per Week of 40 Hours. | | | |
|---|---|---|---|---|
| | Adjustable Rate. A. | Holiday Allowance. B. | Emergency Loading (Non-adjustable). | Total Weekly Wage. |
| | s. d. | s. d. | s. d. | s. d. |
| Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster .. Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings .. .. .. .. .. .. Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base .. .. .. .. | 288 6 | 11 1 | 6 0 | 305 7 |
| All others .. .. .. .. .. .. .. .. .. | 247 5 | 9 6 | 3 0 | 259 11 |

## PART II.

**C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.**

| 1. | Wages per Week of 40 Hours. |
|---|---|
| Plaster feed attendant, Former attendant, Former assistant, Cut off attendant .. .. .. .. .. .. | £14 3s. (including 6s. shift allowance). |
| Dryer attendant .. .. .. .. .. .. | £13 18s. (including 6s. shift allowance). |
| All others .. .. .. .. .. .. | £13 8s. (including 6s. shift allowance). The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only. |
| All others whose contract of employment covers day work only .. | £13 2s. |

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

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

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 658] WEDNESDAY, AUGUST 13. [1952**

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay perod to commence in August, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

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## GARDEN EMPLOYEES BOARD.

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

2.

| Apprentices or Improvers. | Percentage of Basic Wage. | Wages per Week of 40 Hours. |
|---|---|---|
| | | s. d. |
| 15 years of age or under .. .. .. .. .. .. | 30 | 67 0 |
| 16 years of age .. .. .. .. .. .. .. | 33 | 74 0 |
| 17 years of age .. .. .. .. .. .. .. | 38 | 85 0 |
| 18 years of age .. .. .. .. .. .. .. | 53 | 118 6 |
| 19 years of age .. .. .. .. .. .. .. | 63 | 141 0 |
| 20 years of age .. .. .. .. .. .. .. | 75 | 168 0 |

No. 658.—7417/52.—Price 3d.

PROPORTION (WITHIN ANY PLACE).

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

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

| Other Employees. | Wages per Hour. | Wages per Week. | Hours per Week. |
|---|---|---|---|
| | s. d. | s. d. | |
| (a) Persons employed as gardeners or gardeners' labourers by a master gardener— | | | |
| Foremen gardeners in charge of two or more employees .. .. | 6 7½ | 265 0 | 40 |
| Gardeners† .. .. .. .. .. .. .. | 6 3⅜ | 252 0 | |
| Gardeners' labourers .. .. .. .. .. .. | 6 0⅜ | 242 0 | |
| (b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools— | | | |
| (1) Employed on Jobbing Work— | | | |
| Gardeners† .. .. .. .. .. .. | 6 3⅜ | 252 0 | 40 |
| Gardeners' labourers .. .. .. .. .. | 5 11 7/10 | 239 0 | |
| (2) All others— | | | |
| Foremen gardeners in charge of two or more employees .. | 6 7½ | 265 0 | 40 |
| Gardeners† .. .. .. .. .. .. .. | 6 3⅜ | 252 0 | |
| Gardeners' labourers .. .. .. .. .. | 6 0⅜ | 242 0 | |
| (c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse— | | | |
| Foremen gardeners in charge of two or more employees .. .. | 6 7½ | 265 0 | 40 |
| Gardeners† .. .. .. .. .. .. .. | 6 3⅜ | 252 0 | |
| Gardeners' labourers .. .. .. .. .. | 6 0⅜ | 242 0 | |
| (d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court .. .. .. .. .. .. .. | 6 3⅜ | 252 0 | 40 |
| Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week. | | | |
| (e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green. | | | |
| Foremen gardeners in charge of two or more employees .. .. | 6 7½ | 265 0 | 40 |
| Gardeners† .. .. .. .. .. .. .. | 6 3⅜ | 252 0 | |
| Gardeners' labourers .. .. .. .. .. | 6 0⅜ | 242 0 | |
| (f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.— | | | |
| Foremen .. .. .. .. .. .. .. | 6 7½ | 265 0 | 40 |
| All others .. .. .. .. .. .. .. | 6 1 13/10 | 245 6 | |

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

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

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

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

No. 659] WEDNESDAY, AUGUST 13. [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.

## HOSPITAL PHARMACISTS BOARD.

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

2.

**Apprentices.**

WAGES PER WEEK OF 40 HOURS.

| | Percentage of Basic Wage. | £. s. d. |
|---|---|---|
| 1st year's experience .. | 26 | 2 18 0 |
| 2nd " " .. .. | 47 | 5 5 6 |
| 3rd " " .. .. | 68 | 7 12 6 |
| 4th " " .. .. | 88 | 9 17 0 |
| 5th " " .. .. | 100 plus 15s. | 11 19 0 |

PROPORTION.

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

Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.

**Other Employees.**

WAGES PER WEEK OF 40 HOURS.

| | £ s. d. |
|---|---|
| *Chief Pharmaceutical Chemist*— (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.) | |
| (a) Where four or more full time pharmaceutical chemists are normally employed .. | 19 4 0 |
| (b) Where two or three full time pharmaceutical chemists are normally employed .. | 18 4 0 |
| (c) Where he is the only pharmaceutical chemist employed .. .. .. | 17 14 0 |
| *Senior Pharmaceutical Chemist* .. .. Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist | 16 9 0 |
| *Other Hospital Pharmaceutical Chemist*— | |
| 1st year's experience as such .. .. | 15 14 0 |
| 2nd " " " .. .. | 15 19 0 |
| Thereafter .. .. .. .. | 16 4 0 |

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

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

No. 659.—7423/52.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 660] WEDNESDAY, AUGUST 13. [1952**

Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

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## LIFT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 549 of the 9th July, 1952, shall be replaced by the following clause:—

2. EMPLOYEES.

| | Weekly Wage. s. d. | | Note. |
|---|---|---|---|
| Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts .. .. | 266 | 0 | The Board has determined that no apprentices shall be taken to the trade. |
| Lift attendants (male or female) .. .. .. | 254 | 0 | |

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

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

No. 660.—7429/52.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

No. 661] WEDNESDAY, AUGUST 13. [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.

## SAUSAGE CASINGS BOARD.

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

2. WAGES.

*Juvenile Workers.*

| — | Per Week of 40 Hours. | | | |
|---|---|---|---|---|
| | Female Juveniles Employed at Selecting. | | All Other Juvenile Workers. | |
| | Percentage of Female Basic Wage. | s. d. | Percentage of Basic Wage. | s. d. |
| 16 years of age or under .. .. | 78 | 131 0 | 58 | 130 0 |
| 17 years of age .. .. .. | 99 | 166 6 | 74 | 166 0 |
| 18 ,, ,, .. .. .. | 100 + 23s. | 191 0 | 91 | 204 0 |
| 19 ,, ,, .. .. .. | 100 + 44s. | 212 0 | 100 + 8s. | 232 0 |
| 20 ,, ,, .. .. .. | .. | Adult female rate | 100 + 44s. | 268 0 |

| — | Per Week of 40 Hours. | | |
|---|---|---|---|
| | Weekly Rate. | War Loading (Non-adjustable). | Total Weekly Wage. |
| *Other Employees.* | s. d. | s. d. | s. d. |
| Females employed at selecting .. .. .. .. .. .. | 239 0 | 4 0 | 243 0 |
| Other persons employed at casing factories .. .. .. .. .. | 300 0 | 4 0 | 304 0 |

| — | Wages per Day. | | |
|---|---|---|---|
| | Monday to Friday, inclusive. | | |
| | Daily Rate. | War Loading (Non-Adjustable). | Total Daily Wage. |
| | s. d. | d. | s. d. |
| Pullers-off and strippers .. .. | 60 0 | 9¾ | 60 9¾ |

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

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

No. 661.—7444/52.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 662] WEDNESDAY, AUGUST 13. [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. 8 (DAIRY PRODUCE AND COOKED MEAT).

Clause 2 of the Determination published in *Government Gazette* No. 506 of the 20th June, 1952, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

**Apprentices or Improvers.**

**Males.**

| | Percentage of Basic Wage. | s. d. |
|---|---|---|
| Under 15 years of age .. | 26 | 58 0 |
| 15 years of age | 35 | 78 6 |
| 16 years of age | 48 | 107 6 |
| 17 years of age | 63 | 141 0 |
| 18 years of age | 79 | 177 0 |
| 19 years of age | 90 | 201 6 |
| 20 years of age | 100 + 4s. | 228 0 |

PROPORTION (in any shop or place).

*Apprentices.*

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

*Improvers.*

One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.

**Females.**

| | Percentage of Female Basic Wage. | s. d. |
|---|---|---|
| 15 years of age or under .. | 41 | 69 0 |
| 16 years of age | 49 | 82 6 |
| 17 years of age | 60 | 101 0 |
| 18 years of age | 78 | 131 0 |
| 19 years of age | 86 | 144 6 |
| 20 years of age | 94 | 158 0 |

PROPORTION (in any shop or place).

*Apprentices.*

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

*Improvers.*

One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.

**Other Employees.**

| | Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677). s. d. | All other parts of Victoria where this Determination applies. s. d. |
|---|---|---|
| ***Males.*** | | |
| Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) | 268 6 | 264 0 |
| * Travelling salesman .. | 252 6 | 248 6 |
| All others .. .. .. | 252 6 | 248 6 |
| ***Females.*** | | |
| Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)— | | |
| In charge of three or more assistants .. .. | 212 6 | 208 9 |
| In charge of less than three assistants .. .. | 201 3 | 197 9 |
| All others .. .. .. | 182 0 | 179 3 |

* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

**NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.**

**Section 176 of the Factories and Shops Act 1928 (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.**

**Section 174 of the Factories and Shops Act 1928 (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.**

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 662.—7449/52.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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**No. 663] WEDNESDAY, AUGUST 13. [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. 14 (FURNITURE DEALERS).

Clause 2 of the Determination made on the 10th June, 1952, and in force as from the beginning of the first pay period to commence on or after the 25th June, 1952, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

**Apprentices and Improvers.**

| | Percentage of Basic Wage. | s. d. |
|---|---|---|
| Under 15 years of age .. .. | 33 | 74 0 |
| 15 years of age .. .. .. | 37 | 83 0 |
| 16 years of age .. .. .. | 48 | 107 6 |
| 17 years of age .. .. .. | 58 | 130 0 |
| 18 years of age .. .. .. | 78 | 174 6 |
| 19 years of age .. .. .. | 97 | 217 6 |
| 20 years of age .. .. .. | 100 + 11/- | 235 0 |

PROPORTION (within any shop).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than 261s. per week.

IMPROVERS.

One improver to every two or fraction of two workers receiving not less than 261s. per week.

**Other Employees.**

| — | Within the Metropolitan District. | Outside the Metropolitan District wherever this Determination applies. |
|---|---|---|
| | s. d. | s. d. |
| Person in charge of a shop (including a branch shop) .. .. .. | 275 0 | 272 0 |
| Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen .. .. | 264 0 | 261 0 |
| Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched) .. .. | 255 6 | 252 6 |
| Other storemen or packers .. .. | 251 0 | 248 0 |
| All others .. .. .. .. | 247 0 | 244 0 |

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

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

No. 663.—7453/52.—PRICE 3D.