



# VICTORIA GOVERNMENT GAZETTE.

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

No. 75]

FRIDAY, FEBRUARY 8.

[1952

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY. H. BEERS,  
Secretary for Labour.

## COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 40 of the 22nd January, 1951, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees .. .. . £13 16 0 per week of 40 hours.

### JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—

- (i) under a contract of apprenticeship as hereinafter provided;
- (ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
- (iii) as a female improver.

(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.
One or Two .. .. .	One	or One
Three or four .. .. .	One Two	and One or Nil and
Five, six, or seven.. .. .	Two Three Four	and Two or One and One or Nil and
In excess of seven .. .. .	One additional apprentice or improver for each two additional senior artists in excess of seven	

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or 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.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

	Percentage of Basic Wage.	£	s.	d.
(i) Five-year term—				
First year .. .. .	35	3	13	0
Second year .. .. .	47	4	18	0
Third year .. .. .	64	6	14	0
Fourth year .. .. .	85	8	17	6
Fifth year .. .. .	100 + 16s.	11	5	0
(ii) Four-year term—				
First year .. .. .	42	4	8	0
Second year .. .. .	64	6	14	0
Third year .. .. .	85	8	17	6
Fourth year .. .. .	100 + 16s.	11	5	0
(f) <i>Wages of Improvers.</i> —The minimum weekly wages of improvers shall be :—				
First year .. .. .	35	3	13	0
Second year .. .. .	47	4	18	0
Third year .. .. .	64	6	14	0
Fourth year .. .. .	85	8	17	6
Fifth year .. .. .	100 + 16s.	11	5	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at Approved Art Schools.*—

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) Until further order schools approved by the said Board shall be :—

Melbourne Technical College;  
Swinburne Technical College, Glenferrie,  
Gordon Institute of Technology, Geelong;  
Prahran Technical School;  
Technical Art School, Ballarat;  
Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—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.

(j) *Lost Time.*—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.

(k) *Prohibition of Premiums.*—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.

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

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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



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[1952

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

### CONDENSERIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 433 of the 23rd April, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.					JUVENILE WORKERS.								
Wages per Week.					Wages per Week.								
Shift Workers.			All Others.		Males.			Females.					
Percentage of Basic Wage.	s.	d.	Percentage of Basic Wage.	s.	d.	Percentage of Basic Wage.	s.	d.	Percentage of Female Basic Wage.	s.	d.		
Under 16 years	..	..	59	123	6	Under 16 years	..	49	102	6	64	100	0
16-17 years	..	..	69	144	0	16-17 years	..	56	117	0	70	109	6
17-18 years	..	..	78	163	0	17-18 years	..	69	144	0	78	122	0
18-19 years	..	100 plus	89	186	0	18-19 years	..	76	159	0	93	145	6
	..	3s. 6d.				19-20 years	..	89	186	0	100	156	6
19-20 years	..	100 plus	99	207	0	20-21 years	..	100 plus	211	0	100 plus	168	6
	..	15s.					..	2s.			12s.		
20-21 years	..	100 plus	100 plus	216	6								
	..	23s. 6d.	7s. 6d.										

PROPORTION (IN ANY PLACE).

*Males.*

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

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

*Females.*

One apprentice and one improver to every three or fraction of three workers receiving not less than 186s. 9d. per week

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their wage.

Females juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

## OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	<i>s. d.</i>	<i>s. d.</i>
Milk or cream grader or tester .. .. .	271 0	260 0
Majonnier operator .. .. .	271 0	260 0
Neutralizer .. .. .	268 0	257 0
Foreman of shift or department .. .. .	268 0	257 0
Operator of any of the following machines :—		
Milk drier (roller system) .. .. .	261 0	250 0
Milk drier (spray system) .. .. .	262 0	251 0
Assistant to milk drier (spray system) .. .. .	261 0	250 0
Sugar boiler .. .. .	256 0	245 0
Vacuum pan—condensery .. .. .	263 0	252 0
Vacuum pan-dried milk .. .. .	262 0	251 0
Vacuum pan-milk sugar .. .. .	262 0	251 0
Evaporator .. .. .	261 0	250 0
Homogenizer or visiolizer .. .. .	259 6	248 6
Cream retort .. .. .	257 0	246 0
Powder sifter .. .. .	255 0	244 0
Tubular heater or ejector .. .. .	256 0	245 0
Separator .. .. .	257 0	246 0
Separator operator when weighing off cream and/or skim milk for the purpose of standardization .. .. .	258 0	247 0
Cream weigher for standardization .. .. .	257 0	246 0
Pasteurizer .. .. .	257 0	246 0
Weighing machine (milk receiving) .. .. .	261 0	250 0
Wire-hoopers, storeman, stackers or packers .. .. .	255 0	244 0
Washers of vacuum pan, vacuum holding vats, or evaporator .. .. .	256 0	245 0
Male adult washing or sterilizing cans or bottles .. .. .	255 0	244 0
Operator of a fork lift truck .. .. .	256 0	245 0
All other male adults .. .. .	253 0	242 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .		186 9
Females operating dried milk automatic filler .. .. .		186 9
All other females .. .. .		186 9

Female workers operating the Majonnier operator shall be paid 9s. 3d. per week in addition to their ordinary wage.  
 Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.  
 Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.  
 Persons operating more than two vacuum pans shall be paid 4s. per pan extra.  
 Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.  
 Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.  
 Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).  
 Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.  
 Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.  
 Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storemen.  
 Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid 1½d. per clean with a maximum of 4s. per week, in addition to their ordinary wage, whilst so engaged.

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



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Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

### CONFECTIONERS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 14 of the 10th January, 1952, shall be replaced by the following clauses:—

2.

#### APPRENTICES AND IMPROVERS.

##### Wages.

Males.		Females.	
	<i>s. d.</i>		<i>s. d.</i>
<i>(Assisting the Storeman and Packer.)</i>			
18 years of age and under 19 years .. .. .	142 0	16 years of age and under .. .. .	69 0
19 years of age and under 20 years .. .. .	177 6	17 years of age .. .. .	90 0
20 years of age and under 21 years .. .. .	212 0	18 years of age .. .. .	108 6
		19 years of age .. .. .	129 6
		20 years of age .. .. .	150 6
<i>All Other Males.</i>			
16 years of age and under .. .. .	92 0	<p>PROPORTION.</p> <p>Three female juniors to every two female adults receiving not less than the adult minimum rate.</p>	
17 years of age .. .. .	113 0		
18 years of age .. .. .	152 6		
19 years of age .. .. .	175 6		
20 years of age .. .. .	194 6		
<p>PROPORTION.</p> <p><i>(Assisting the Storeman and Packer.)</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 239s. per week.</p> <p>One male improver to every four or fraction of four male workers receiving not less than 239s. per week.</p> <p><i>Other Males.</i></p> <p>Two male juniors to every three male adult workers receiving not less than the adult minimum rate.</p>			

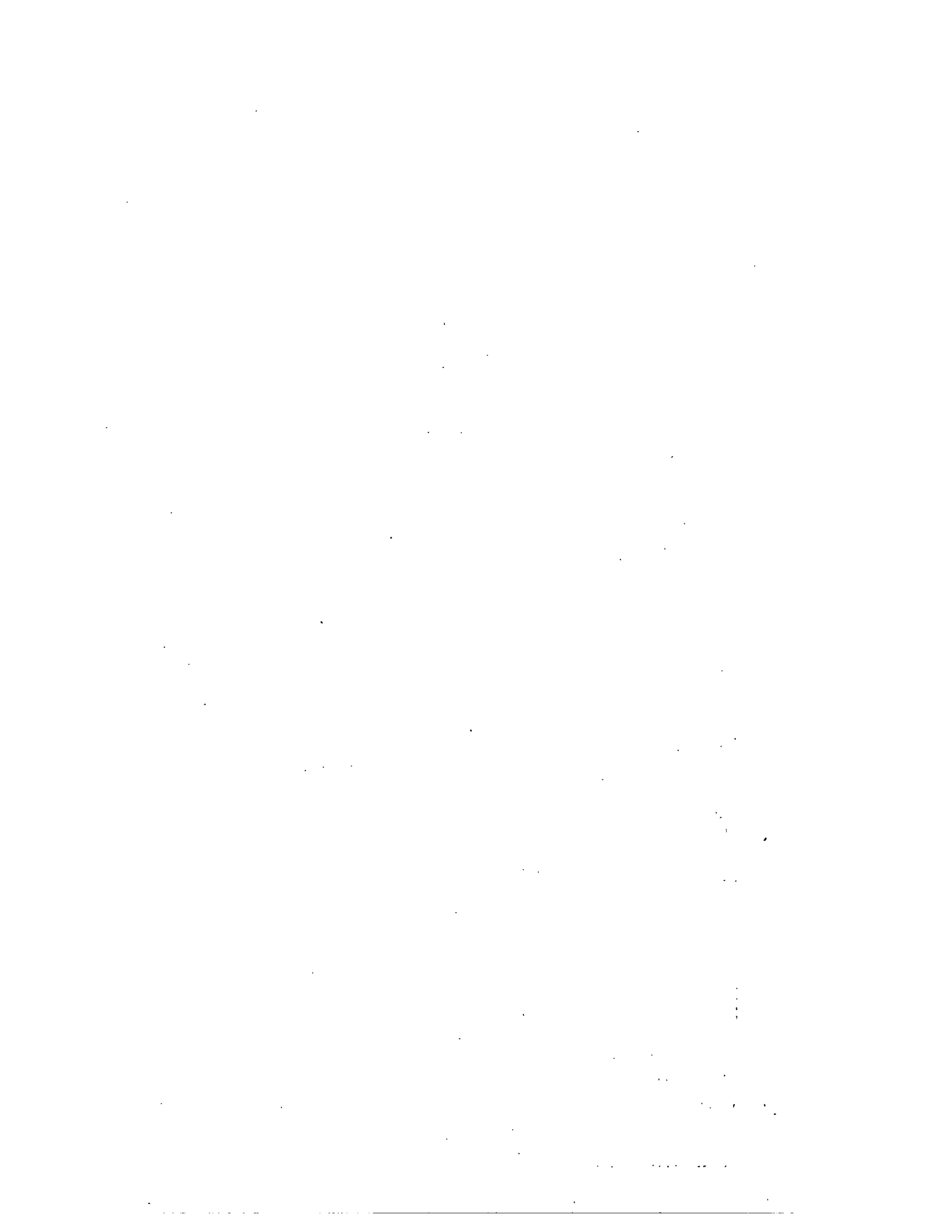
3.

#### OTHER EMPLOYEES.

##### Wages per Week.

Males.		<i>s. d.</i>
Confectioners, Group 1 .. .. .		251 0
Confectioners, Group 2 .. .. .		245 0
Confectioners, Group 3 .. .. .		239 0
Confectioners, Group 4 .. .. .		233 0
Confectioners, Group 5 .. .. .		227 0
Storeman or packer—		243 6
(a) Who works singly .. .. .		
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:		
(i) 1, 2, 3, 4, 5, or 8 such persons .. .. .		245 9
(ii) 7 or more such persons .. .. .		259 9
Other storeman or packer engaged in the despatch or bulk receiving stores .. .. .		239 0
<i>Females.</i>		
All adult females .. .. .		170 3

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





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Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

### CORK TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 890 of the 27th August, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

		Per Week.
		£ s. d.
<i>Adult Males.</i>		
Cork Cutting:—		
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—		
First six months	.. .. .	11 8 6
Thereafter	.. .. .	11 18 6
Feeders and/or operators of machines i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing		
All others	.. .. .	11 6 6
All others	.. .. .	11 3 6
Cork Board:—		
Oven hand in charge (curing)	.. .. .	11 18 6
All others	.. .. .	11 3 6
Compressed Cork:—		
Oven hand in charge (curing)	.. .. .	11 18 6
Splitting with band knife and/or mixing granules with adhesive by machinery	.. .. .	11 11 6
All others	.. .. .	11 6 6
Fishing Requisites:—		
Rounding and/or drawing off—		
First six months	.. .. .	11 8 6
Thereafter	.. .. .	11 18 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks		
All others	.. .. .	11 6 6
All others	.. .. .	11 3 6
<i>Adult Females.</i>		
Under three months' experience	.. .. .	7 16 6
All others	.. .. .	7 19 6

(b)

APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age .. ..	25	2 12 0	17 years of age and under ..	54	4 4 6
16 years of age .. ..	35	3 13 0	18 years of age .. ..	64	5 0 0
17 years of age .. ..	48	5 0 6	19 years of age .. ..	74	5 16 0
18 years of age .. ..	60	6 5 6	20 years of age .. ..	85	6 13 0
19 years of age .. ..	76	7 19 0			
20 years of age .. ..	91	9 10 0			

PROPORTION (in any place).

APPRENTICES.

*Males.*

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

*Females.*

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

IMPROVERS.

*Males.*

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

*Females.*

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

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