

[6355]



VICTORIA GOVERNMENT GAZETTE.

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No. 896]

THURSDAY, NOVEMBER 13.

[1952

NORTH DEBORAH MINING COMPANY NO LIABILITY.

REGISTERED OFFICE: CHARING CROSS, BENDIGO.

NOTICE is hereby given that an Extraordinary General Meeting of shareholders of the above-named company has been convened and will be held at the Board Room, Ground Floor, Temple Court, 422 Collins-street, Melbourne, on Monday, the 1st day of December, 1952, at Two o'clock in the afternoon, for the purpose of considering the sub-joined requisition which has been received by the manager of the company, and if thought fit, of passing the resolution therein set out:—

REQUISITION.

Melbourne,
29th October, 1952.

The Manager,
North Deborah Mining Company N. L.,
Charing Cross,
Bendigo.

Dear Sir,

We the undersigned shareholders, holding collectively the number of shares required by the rules and regulations of the company to requisition the holding of a Special General Meeting of shareholders, request you to call an Extraordinary General Meeting of shareholders to consider and, if thought fit, to pass the resolution as follows:—

"That the Board as a whole have lost the confidence of the shareholders, and that the appointment of the Directors other than Messrs. Thomas Swinburne and R. Ellinson be terminated, and that Messrs. George S. Anderson, A. J. G. Browne, M. D. Garretty, and A. R. Wallis be elected in their stead."

Yours faithfully,

C. R. WHITE
S. SHEPPE
L. H. SICREE
R. LOMNITZ
M. GOLDBERG
L. GOLDBERG
J. ENGLANDER
GEORGE S. ANDERSON
B. HIRSH

P/P. A.B.Y. MANUFACTURING CO. PTY. LTD.
(C. R. White, Sec.)
RUBIN HIRSH
I. HIRSH
M. PASCOE
D. LISSEK

Dated this 5th day of November, 1952.

J. J. STANISTREET,
Manager.

Commonwealth Bank Chambers,
Charing Cross,
Bendigo.



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No. 897]

THURSDAY, NOVEMBER 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, 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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 393 of the 19th April, 1951, shall be replaced by the following clause:—

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		s. d.			s. d.
Under 16 years of age	41	93 6	Under 16 years of age	51	87 0
16 years of age and under 17 years of age	46	105 0	16 to 17 years of age	53	90 6
17 years of age and under 18 years of age	54	123 0	17 to 18 years of age	65	111 0
18 years of age and under 19 years of age	64	146 0	18 to 19 years of age	72	123 0
19 years of age and under 20 years of age	75	171 0	19 to 20 years of age	84	143 6
20 years of age and under 21 years of age	89	203 0	20 to 21 years of age	95	162 6

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

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

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.
 Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	13 7 6	13 4 6
Honey blenders	13 2 6	12 19 6
Men roasting and/or grinding and who mix or blend coffee or chicory	13 2 6	12 19 6
Assistant millers	13 0 0	12 17 0
Coffee essence makers	13 0 0	12 17 0
Bagged goods carriers and/or stackers	13 0 0	12 17 0
Cellarmen in charge and working at loading, unloading and despatching by-products	13 0 0	12 17 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	12 17 0	12 14 0
Roasters of other commodities than coffee or chicory	12 17 0	12 14 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	12 17 0	12 14 0
Mixers or blenders	12 17 0	12 14 0
Kilnmen and/or bleachers	12 12 6	12 9 6
Mill hands	12 10 0	12 7 0
Men engaged drawing off finished products and/or by-products in cereal mills	12 10 0	12 7 0
Men engaged at oat cleaning and/or grading	12 10 0	12 7 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	13 7 6	13 4 6
Assistant millers	13 0 0	12 17 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	13 0 0	12 17 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	13 0 0	12 17 0
Steepmen	12 15 0	12 12 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	12 13 0	12 10 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	12 12 6	12 9 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	12 10 0	12 7 0
Men grinding starch and/or cornflour	12 10 0	12 7 0
Mill hands	12 10 0	12 7 0
Starch and/or cornflour shovellers	12 10 0	12 7 0
Leading hand—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	13 7 6	13 4 6
Assistant millers	13 0 0	12 17 0
Mill hands	12 10 0	12 7 0
Men engaged drawing off broken rice, bran, straw, and/or rice	12 10 0	12 7 0
Men engaged taking off and/or sewing and/or stacking rice	12 10 0	12 7 0
Rice meal ramblers	12 10 0	12 7 0
Rice hull packers	12 10 0	12 7 0
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	13 0 0	12 17 0
Convertor men	13 0 0	12 17 0
Flour mixers or men feeding mixers and/or bagging dry gluten	12 15 0	12 12 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	12 12 6	12 9 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	12 12 6	12 9 6
Pumpmen	12 10 0	12 7 0
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	13 5 0	13 2 0
Paste makers	12 11 0	12 8 0
Hydraulic press attendants	12 11 0	12 8 0
Women working in dough room and vermicelli twisting and spaghetti spreading	9 8 6	9 6 0
All other male adults	12 5 0	12 2 0
All other female adults	9 3 6	9 1 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	13 0 0	12 17 0
Men in charge of and working rollers	13 0 0	12 17 0
Men in charge of and working at toasting flakes or biscuits (oven men)	13 0 0	12 17 0
Grinding and milling machinists	12 11 0	12 8 0
Fillers and/or makers	12 11 0	12 8 0
Pressmen	12 11 0	12 8 0
Conveyor workers	12 11 0	12 8 0
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	13 7 6	13 4 6
Vacuum pan attendants	13 0 0	12 17 0
Men operating and in charge of grain crushers, mixing and filling machines	12 17 6	12 14 6
Men working at and in charge of dehydrators	12 17 6	12 14 6
Man working at and in charge of store	12 16 0	12 13 0
Man working at and in charge of spent grain bins	12 16 0	12 13 0
All other adult males	12 12 0	12 9 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	13 7 6	13 4 6
Man engaged on cornflour packing machine	13 0 0	12 17 0
Convertor men	13 0 0	12 17 0
Man in charge of and working at macerators	13 0 0	12 17 0
Vacuum pans men	13 0 0	12 17 0
Men in charge of and working in drip rooms	13 0 0	12 17 0
Dextrine and/or custard mixer and/or blender	12 17 0	12 14 0
Weighbridge attendants	12 17 0	12 14 0
Steepmen	12 15 0	12 12 0
Millers' assistants	12 15 0	12 12 0
Feed dryers	12 15 0	12 12 0
Silk reel repairers	12 12 6	12 9 6
Men engaged on char filters	12 12 6	12 9 6
Char kilnmen	12 12 6	12 9 6
Oliver filtermen	12 12 6	12 9 6
Oil expeller men	12 12 6	12 9 6
Reels and cracker men	12 12 6	12 9 6
Neutralizer men	12 12 6	12 9 6
Drip room men	12 12 6	12 9 6
Maize receiving and cleaning operators	12 10 0	12 7 0
Sample men	12 10 0	12 7 0
Liquor presses	12 10 0	12 7 0
Feed press valve men	12 10 0	12 7 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	12 10 0	12 7 0
Flushing system men	12 10 0	12 7 0
Paddlers	12 10 0	12 7 0
Pumpmen	12 10 0	12 7 0
Starch-house kilnmen	12 10 0	12 7 0
Polly feed and/or oil meal baggers and sewers	12 10 0	12 7 0
Bulk cornflour baggers and sewers	12 10 0	12 7 0
Assistant operators on macerators	12 10 0	12 7 0
Yardmen	12 10 0	12 7 0
Women employed at scraping starch	9 8 6	9 6 0
Women employed on custard powder filling machines	9 8 6	9 6 0
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All other female adults	9 3 6	9 1 0
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	12 10 0	12 7 0
Man in charge of liquefying tallow	12 17 0	12 14 0
Assistant liquefying tallow	12 13 6	12 10 6
Operator of bleaching plant	12 12 6	12 9 6
Operator of pumps and/or blowers	12 10 0	12 7 0
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	13 1 6	12 18 6
Operator of filter presses and/or reagent-making plant	13 1 6	12 18 6
Operator of fatty acid stills	13 1 6	12 18 6
Stillman's assistant and/or pumpman	12 12 6	12 9 6
Cupboard runners	12 15 0	12 12 0
Press room ganger (or charge hand in press room)	13 1 6	12 18 6
Operator in charge of black acid presses	12 10 0	12 7 0
Operator of oiler filters	13 1 6	12 18 6
Pumpman	12 12 6	12 9 6
Storeman in oilene store	12 11 0	12 8 0
Vatmen treating stearine	12 15 0	12 12 0
Candle moulder—after 12 months' experience	12 15 0	12 12 0
Candle moulder with less than 12 months' experience	12 10 0	12 7 0
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	12 15 6	12 12 6
Soda crystal maker	12 15 0	12 12 0
Assistant soda crystal maker	12 10 0	12 7 0
Assistant soap maker	13 2 6	12 19 6
Soap pumpmen	12 15 0	12 12 0
Lye runner	12 10 0	12 7 0
Operator of power mixers and/or crutchers	12 15 0	12 12 0
Soap crutcher by hand	12 12 0	12 9 0
Soap cutting machinist	12 12 0	12 9 0
Head soap cutter by hand	12 12 0	12 9 0
Soap cutter by hand	12 7 6	12 4 6
Stampers by foot or hand	12 10 0	12 7 0
Operator of automatic stamping, wrapping, or packing machines	12 10 0	12 7 0
Operator of automatic soap dryers	12 10 0	12 7 0
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
Milling of Toilet Soap—		
Milling room foreman	12 15 6	12 12 6
Man in charge of, and actually milling soap	12 15 0	12 12 0
Soap miller	12 10 0	12 7 0
Mixing and/or blending toilet soap chips	12 10 0	12 7 0
Pulverising and/or dressing pulverized soap	12 10 0	12 7 0
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
	£ s. d.	£ s. d.
Operator of power mixer and/or crutcher	12 15 0	12 12 0
Operator of soap powder mill	12 15 0	12 12 0
Truckers and assistants to operators of mixers, crutchers or mills	12 8 0	12 5 0
Leading hands—10s. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	13 1 6	12 18 6
Assistant operator of evaporators	12 12 6	12 9 6
Operator of glycerine stills	12 1 6	11 18 6
Men preparing charcoal for refining glycerine	12 12 6	12 9 6
Filter press hand	12 10 0	12 7 0
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain		
Mill hands as defined	13 5 0	13 2 0
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	12 17 6	12 14 6
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	12 12 0	12 9 0
All female adults	12 5 0	12 2 0
	9 3 6	9 1 0
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	13 2 6	12 19 6
Cooker, man in charge	13 0 0	12 17 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	12 12 6	12 9 6
Skillet and/or splint choppers	12 11 0	12 8 0
Paste makers	12 10 0	12 7 0
Wax mixers	12 10 0	12 7 0
Slitters	12 10 0	12 7 0
Gum grinders	12 10 0	12 7 0
Dogmen	12 10 0	12 7 0
Painting machine attendants (men)	12 10 0	12 7 0
Men operating two-way scorers	12 10 0	12 7 0
Leading hands—7s. 6d. per week additional		
All other male adults	12 5 0	12 2 0
All female adults	9 3 6	9 1 0
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing ")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons		
	12 17 9	12 14 9
(ii) seven or more such persons		
	13 11 9	13 8 9
(b) Works singly		
	12 15 6	12 12 6
(c) Storemen and/or packers		
	12 11 0	12 8 0
<i>Hot Places.</i>		
Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—		
Employees stacking soda ash from lorry to stack	6d. Extra per hour	
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour	
Employees carrying pulverized pumice or silicate	3d. Extra per hour	
Employees cleaning evaporator tubes	6d. Extra per hour	
Employees mixing Cooce cleaner by present methods	9d. Extra per hour	
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour	
Skimming tallow recovery pits	1½d. Extra per hour	

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1 and 2 of Part I., 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V. of the Determination published in *Government Gazette* No. 774 of the 10th August, 1951, shall be replaced by the following clauses:—

PART I.

[This Part applies to all persons other than those employed (i) as Wharf Druggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products or (iv) as Bulk Milk Carters.]

1. ADULT EMPLOYEES.

	Weekly Wage. (Including a Loading of 8s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving jinker, boiler truck, or float—			
One horse	13 1 0	13 7 6	12 18 0
Two or three horses	13 8 6	13 15 0	13 5 6
Additional horses—2s. extra per day for each extra horse			
(2) Employee driving—			
One horse	12 11 6	12 18 0	12 8 6
Two horses	12 19 6	13 6 0	12 16 6
Three horses	13 4 0	13 10 6	13 1 0
Four horses	13 7 0	13 13 6	13 4 0
Five horses	13 8 6	13 15 0	13 5 6
Additional horses—2s. extra per day for each extra horse except when horses are drawing timber on a train line			
Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(3) Employee driving motor cycle with side car ..	12 12 6	12 19 0	12 9 6
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	12 19 6	13 6 0	12 16 6
Over 25 cwt. but not over 3 tons	13 5 6	13 12 0	13 2 6
Over 3 tons but under 6 tons	13 10 0	13 16 6	13 7 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor (not being a tractor) drawing trailer— 2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, pro- vided that not more than one trailer shall be drawn at any one time.			

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Driggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products, or (iv) as Bulk Milk Carters.)

ADULT EMPLOYEES—continued.

	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne: within 10 Miles of G.P.O., Geelong: within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(5) Employee driving mechanical horse with or without one trailer	13 19 6	14 6 0	13 16 6
For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer. The rates set out in classifications (2), (4) and (5) in regard to trailers shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber			
(6) Employee driving articulated vehicle having maker's capacity of 8 tons or less ..	13 19 6	14 6 0	13 16 6
For each complete ton over 8—an extra 1s.			
(7) Employee driving machinery float having maker's capacity of 8 tons or less	14 4 6	14 11 0	14 1 6
For each complete ton over 8—an extra 1s.			
(8) Employee driving a straddle truck	13 19 6	14 6 0	13 16 6
(9) Loader	12 15 0	13 1 6	12 12 0
(10) Leading Loader	13 4 6	13 11 0	13 1 6
(11) Stableman	12 6 0	12 12 6	12 3 0
(12) Head stableman	12 14 0	13 0 6	12 11 0
(13) Horse driver's assistant	12 2 0	12 8 6	11 19 0
(14) Motor driver's assistant	12 2 0	12 8 6	11 19 0
(15) Yardman	12 2 0	12 8 6	11 19 0
(16) Sanitary carter's mate	13 11 6	13 18 0	13 8 6
(17) Garbage carter's mate	12 18 0	13 4 6	12 15 0

	Per Week. s. d.
Further additional amounts for	
(18) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers—5s. per day or part thereof.	
(19) Employee carting, loading and/or unloading offensive material	6 0
(20) Employee carting, loading and/or unloading dirty material—1s. per day	
(21) Employee who is required to cart— Tar (other than in sealed containers) for immediate spreading upon streets, Tar in unsealed containers, Tarred material for spreading upon streets and/or spread either of them upon streets	6 0
(22) Employee who is a recognized furniture carter engaged in removing and/or delivering furniture as defined ..	5 0
(23) Employee who is a recognized live stock carter, carting live stock as defined	5 0
(24) Employee driving sanitary vehicle	20 0
(25) Employee driving vehicle collecting garbage	16 0
(26) Driver required to act as salesman of goods in his vehicle	2 0
(27) Driver-salesman as defined in clause 28 (e) of this Determination Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).	10 0
(28) Employee handling money as defined— For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(29) Leading hands in charge of not less than three and not more than ten employees	9 0
More than ten and not more than twenty employees	18 0
More than twenty employees	27 0
Provided that this item shall not apply to a leading loader.	
Where a higher further additional amount becomes payable under items (18), (19), (20), (21), (23), (24), or (25) it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.	

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age—the full rate payable to an adult employee for the class of work performed.

(b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

PART II.

(This Part applies only to persons employed as Bulk Milk Carters.)

1. *Wage Per Week, 20 Years of Age and Over.*

Classification.	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
(1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less	£ s. d. 12 19 6	£ s. d. 13 6 0	£ s. d. 12 16 6
Over 25 cwt. but not over 3 tons	13 5 6	13 12 0	13 2 6
Over 3 tons but under 6 tons	13 10 0	13 16 6	13 7 0
Further tonnage—for each complete ton over 5— an extra 1s.			
Motor drawing trailer—2s. 6d., extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(2) Employee driving articulated vehicle having maker's capacity of 8 tons or less	13 19 6	14 6 0	13 16 6
For each complete ton over 8 an extra 1s.			
(3) Motor driver's assistant	12 2 0	12 8 6	11 19 0

	Additional Amounts.
(4) Employee handling money as defined—	Per Week. s. d.
For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(5) Leading hands in charge of not less than 3 and not more than 10 employees	9 0
More than 10 and not more than 20 employees	18 0
More than 20 employees	27 0

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
19 years and under 20 years of age—75 per cent. of the total wages payable to an adult for the class of work performed.

(b) No junior under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District and no junior under 18 shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed by any employer in a greater proportion than one junior to every five drivers receiving adult wages.

PART III.

(This part applies only to persons employed as Wharf Draggors.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 6½d., with a minimum payment as for four hours.

PART IV.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a) **ADULT EMPLOYEES.**

Classification.	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
(1) Employee driving—	£ s. d.	£ s. d.	£ s. d.
One horse	12 11 6	12 18 0	12 8 6
Two horses	12 19 6	13 6 0	12 16 6
(2) Employee driving—			
Motor bicycle with side car	12 12 6	12 19 0	12 9 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	12 19 6	13 6 0	12 16 6
Over 25 cwt. but not over 3 tons	13 5 6	13 12 0	13 2 6
Over 3 tons but under 6 tons	13 10 0	13 16 6	13 7 0
Further tonnage—for each complete ton over 5 an extra 1s. per week.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(4) Employee driving articulated vehicle having maker's capacity of 8 tons or less	13 19 6	14 6 0	13 16 6
For each complete ton over 8—an extra 1s.			
(5) Stableman	12 6 0	12 12 6	12 3 0
(6) Head stableman	12 14 0	13 0 6	12 11 0
(7) Horse driver's assistant, motor driver's assistant, yardman	12 2 0	12 8 6	11 19 0

PART IV.—continued.

(This Part applies only to persons employed by Retail Dairymen.)

ADULT EMPLOYEES—continued.

	Per Week.
	<i>s. d.</i>
<i>Further additional amounts for—</i>	
(8) Carter collector and/or relief driver	10 0
(9) Drivers of milk vehicles	20 0
The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absenting himself from work.	
Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof.	
(10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m.	

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.

19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age and over—the same rate of wage payable to an adult for the class of work performed.

(b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

PART V.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

1.

WAGES PER WEEK.

No.	Classification.	Basic Wage (Adjustable).	Margin.	Loading.	Total Wage Per Week.
		Per Week.	Per Week.	Per Week.	
		<i>£ s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
1	Aerodrome attendants	11 12 0	47 0	3 0	14 2 0
2	Assistant aerodrome attendants	11 12 0	37 0	3 0	13 12 0
3	An employee appointed as a leading hand aerodrome attendant in charge of a shift— 2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.				
4	Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street)	11 12 0	46 0	3 0	14 1 0
5	Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street)	11 12 0	49 0	3 0	14 4 0
6	Further additional amount for each additional ton or part thereof in excess of 13 tons— 1s. per week				
7	Motor (not being a tractor) drawing a trailer— 2s. 6d. extra per day.				
8	Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.				
9	Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle	11 12 0	35 0	3 0	13 10 0
10	Washers and greasers	11 12 0	25 0	3 0	13 0 0
11	Assistant drivers	11 12 0	26 0	3 0	13 1 0
12	Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.				

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

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

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 kilowatts), 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 converter 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.

		Total Wage Payable—			
		Percentage of Basic Wage.	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.
<i>Four and Five-year Terms.</i>					
1st year ..	.. .. .	32	3 13 0	3 15 0	3 12 0
2nd year ..	.. .. .	43	4 18 0	5 1 0	4 16 6
3rd year ..	.. .. .	54	6 3 0	6 6 6	6 1 6
4th year ..	.. .. .	83	9 9 0	9 14 6	9 6 6
5th year ..	.. .. .	100 plus 6s.	11 14 0	12 0 6	11 11 0
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>					
1st year ..	.. .. .	34	3 17 6	3 19 6	3 16 6
2nd year ..	.. .. .	54	6 3 0	6 6 6	6 1 6
3rd year ..	.. .. .	83	9 9 0	9 14 6	9 6 6
4th year ..	.. .. .	100 plus 6s.	11 14 0	12 0 6	11 11 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>I.—Adult Females.</i>		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience	75	.. ..	8 11 0	8 16 0	8 8 6
All others	75	16 0	9 7 0	9 12 0	9 4 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.

<i>II.—Junior Females.</i>		Additional Amounts.			
17 years of age and under	52	3 6	4 12 6	4 15 0	4 11 0
18 years of age	62	4 0	5 10 0	5 13 0	5 8 6
19 years of age	72	4 6	6 7 6	6 11 0	6 6 0
20 years of age	82	5 0	7 5 0	7 9 6	7 3 0
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 16 6	2 18 6	2 16 0
16 years of age	34	3 0	4 0 6	4 2 6	3 19 6
17 years of age	46	4 0	5 9 0	5 12 0	5 7 6
18 years of age	58	5 0	6 17 0	7 1 0	6 15 6
19 years of age	73	6 0	8 12 6	8 17 0	8 10 0
20 years of age	88	7 0	10 7 6	10 13 6	10 5 0

* 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.



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THURSDAY, NOVEMBER 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, 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 November, 1952.

Dated at Melbourne, this

6th day of November, 1952.

RAY H. BEERS,

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.
<i>Males.</i>											
Grinder or polisher	..	..	..	..	..	..	..	..	..	265	6
Electro-plater—											
1st Class	..	..	..	..	..	..	..	..	..	280	0
2nd Class	..	..	..	..	..	..	..	..	..	265	0
3rd Class	..	..	..	..	..	..	..	..	..	250	0
Liner or hand decorator	..	..	..	..	..	..	..	..	..	265	6
Coater	..	..	..	..	..	..	..	..	..	255	6
Spray operator	..	..	..	..	..	..	..	..	..	252	0
Other employees with not less than three months' experience in the metal trades industry	..	..	..	..	..	..	..	..	..	237	0
All others	..	..	..	..	..	..	..	..	..	228	0
<i>Females.</i>											
Females employed at—											
(a) hand burnishing, hand finishing, or lacquering	..	..	..	..	..	..	..	..	..	193	6
(b) polishing	..	..	..	..	..	..	..	..	..	265	6
All others { under one month's experience in the industry	..	..	..	..	..	..	..	..	..	171	0
{ thereafter	..	..	..	..	..	..	..	..	..	187	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.

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 22s. per week, and two female apprentices to every three female workers receiving not less than 17s. 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.
										Per Week.	s. d.
<i>Four and Five-year Terms.</i>											
1st year	..	..	..	..	..	..	..	..	..	32	73 0
2nd year	..	..	..	..	..	..	..	..	..	43	98 0
3rd year	..	..	..	..	..	..	..	..	..	54	123 0
4th year	..	..	..	..	..	..	..	..	..	83	189 0
5th year	..	..	..	..	..	..	..	..	..	100 + 6s.	234 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>											
1st year	..	..	..	..	..	..	..	..	..	34	77 6
2nd year	..	..	..	..	..	..	..	..	..	54	123 0
3rd year	..	..	..	..	..	..	..	..	..	83	189 0
4th year	..	..	..	..	..	..	..	..	..	100 + 6s.	234 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>I.—Junior Females.</i>		<i>s. d.</i>	<i>£ s. d.</i>
17 years of age and under	52	3 6	4 12 6
18 years of age	62	4 0	5 10 0
19 years of age	72	4 6	6 7 6
20 years of age	82	5 0	7 5 0
<i>II.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 16 6
16 years of age	34	3 0	4 0 6
17 years of age	46	4 0	5 9 0
18 years of age	58	5 0	6 17 0
19 years of age	73	6 0	8 12 6
20 years of age	88	7 0	10 7 6

* 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.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 530 of the 26th June, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	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.
(a) Ironworking and General—			
Assembler (leading hand)	12 13 0	12 19 6	12 10 0
Assembler (assistant)	12 8 0	12 14 6	12 5 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	12 13 0	12 19 6	12 10 0
Belt repairer	12 11 0	12 17 6	12 8 0
Blacksmith's striker	12 11 0	12 17 6	12 8 0
Blacksmith's striker on double fires and other assistant	12 13 0	12 19 6	12 10 0
Block and tackle hand	12 13 0	12 19 6	12 10 0
Boiler (inside) chipper and cleaner	12 17 0	13 3 6	12 14 0
Cold saw operator	12 13 0	12 19 6	12 10 0
Die caster	12 16 0	13 2 6	12 13 0
Dogman	12 13 0	12 19 6	12 10 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	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.
(a) Ironworking and General—continued.			
*Dresser and grinder using portable machine ..	12 15 0	13 1 6	12 12 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin ..	12 11 0	12 17 6	12 8 0
(b) other	13 1 0	13 7 6	12 18 0
*Dresser and grinder (other)	12 13 0	12 19 6	12 10 0
*Emery wheel attendant	12 13 0	12 19 6	12 10 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 11 0	12 17 6	12 8 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	12 15 0	13 1 6	12 12 0
Forger's assistant	12 13 0	12 19 6	12 10 0
Friction saw operator	12 11 0	12 17 6	12 8 0
Furnaceman—forge	13 15 6	14 2 0	13 12 6
Furnaceman's assistant—forge	12 13 0	12 19 6	12 10 0
*Furnaceman—electrical	13 1 0	13 7 6	12 18 0
*Furnaceman—other (excepting cupola furnaceman)	12 17 0	13 3 6	12 14 0
*Furnaceman's assistant	12 11 0	12 17 6	12 8 0
*Grinding machine or emery wheel operator	12 13 0	12 19 6	12 10 0
*Ladleman	12 13 0	12 19 6	12 10 0
Hammer driver	12 13 0	12 19 6	12 10 0
Lagger	12 11 0	12 17 6	12 8 0
Machinist—3rd class (as defined)	12 16 0	13 2 6	12 13 0
Overhead oiler	12 11 0	12 17 6	12 8 0
Painter of ironwork, using spray	12 12 0	12 18 6	12 9 0
Painter, brush hand	12 11 0	12 17 6	12 8 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	12 13 0	12 19 6	12 10 0
On bending and cutting machines (assistant)	12 10 0	12 16 6	12 7 0
On steel fabric machines	12 13 0	12 19 6	12 10 0
On steel fabric machines (assistant)	12 8 0	12 14 6	12 5 0
Person working with hammer 14 lb. weight or over—			
On repair work	13 1 3	13 7 9	12 18 3
On other work	12 13 3	12 19 9	12 10 3
Pickler	12 11 0	12 17 6	12 8 0
Piler	12 13 0	12 19 6	12 10 0
Process worker	12 10 0	12 16 6	12 7 0
Rigger and/or splicer	13 2 0	13 8 6	12 19 0
Tar dipper	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in the metal trades industry	11 17 0	12 3 6	11 14 0
Employee not elsewhere classified	11 11 0	11 17 6	11 8 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	13 6 0	13 12 6	13 3 0
Roller	12 19 0	13 5 6	12 16 0
Extrusion press operator	12 18 0	13 4 6	12 15 0
Melter of lead alloys	12 11 0	12 17 6	12 8 0
Lead wool machinist	12 10 0	12 16 6	12 7 0
Molten metal feeder and/or mixer for shot	12 10 0	12 16 6	12 7 0
Roller's assistant	12 11 0	12 17 6	12 8 0
Pipe trap machine operator's assistant	12 11 0	12 17 6	12 8 0
Extrusion press operator's assistant	12 10 0	12 16 6	12 7 0
Other employees with not less than three months' experience in the metal trades industry	11 17 0	12 3 6	11 14 0
All others	11 11 0	11 17 6	11 8 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week.

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.

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

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 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

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.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, 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.	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.	Other Parts of Victoria.
Per Week.			s. d.	£ s. d.	£ s. d.	£ s. d.

I.—Adult Females.

Under one month's experience	75	..	..	8 11 0	8 16 0	8 8 6
All others	75	16 0	..	9 7 0	9 12 0	9 4 6

When employed in a classification for which the corresponding margin in clause 24 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.

II.—Junior Females.

17 years of age and under	52	..	3 6	4 12 6	4 15 0	4 11 0
18 years of age	62	..	4 0	5 10 0	5 13 0	5 8 6
19 years of age	72	..	4 6	6 7 6	6 11 0	6 6 0
20 years of age	82	..	5 0	7 5 0	7 9 6	7 3 0

III.—Junior Males.

Under 16 years of age	24	..	2 0	2 16 6	2 18 6	2 16 0
16 years of age	34	..	3 0	4 0 6	4 2 6	3 19 6
17 years of age	46	..	4 0	5 9 0	5 12 0	5 7 6
18 years of age	58	..	5 0	6 17 0	7 1 0	6 15 6
19 years of age	73	..	6 0	8 12 6	8 17 0	8 10 0
20 years of age	88	..	7 0	10 7 6	10 13 6	10 5 0

A junior employer 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.

IV.—Junior Males (Foundries).

Under 16 years of age	24	..	3 0	2 17 6	2 19 6	2 17 0
16 years of age	32	..	4 3	3 17 0	3 19 6	3 16 0
17 years of age	58	..	8 0	7 0 0	7 4 0	6 18 6
18 years of age	73	..	10 0	8 16 6	9 1 0	8 14 0
19 years of age and over	88	..	11 6	10 12 0	10 18 0	10 9 6

* The percentages for junior females relate to the female basic wage, but in all other cases relate 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) 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 and in addition thereto the additional amount prescribed for such an employee.

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (x) Punching machines handling plates weighing more than 84 lb.
- (xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) 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; or
 - using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
 - as furnaceman or assistant to furnaceman; or
 - as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 528 of the 26th June, 1952, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Adults.	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.
File chisel whetter	13 6 0	13 12 6	13 3 0
File inspector—First class	13 1 0	13 7 6	12 18 0
File inspector (other)—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 15 0	13 1 6	12 12 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	12 10 0	12 16 6	12 7 0
(b) Thereafter	13 1 0	13 7 6	12 18 0
File cutter—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	13 1 0	13 7 6	12 18 0
Hand hammer file forger—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	13 1 0	13 7 6	12 18 0
File tang roller—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	13 1 0	13 7 6	12 18 0
File compound controller	12 19 6	13 6 0	12 16 6
File edge grinder—			
(a) First three months' experience as such..	12 13 0	12 19 6	12 10 0
(b) Thereafter	12 19 0	13 5 6	12 16 0
File side grinder—			
(a) First three months' experience as such..	12 13 0	12 19 6	12 10 0
(b) Thereafter	12 19 0	13 5 6	12 16 0
File hardener—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 19 0	13 5 6	12 16 0
File point roller—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 19 0	13 5 6	12 16 0
File bar clipper—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 16 0	13 2 6	12 13 0
File roll flattener—			
(a) First three months' experience as such..	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 16 0	13 2 6	12 13 0

Wages per Week of 40 hours.

Adults.	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.
File brander	£ s. d.	£ s. d.	£ s. d.
(a) First three months' experience as such	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 16 0	13 2 6	12 13 0
Half round or round file grinder—			
(a) First three months' experience as such	12 13 0	12 19 6	12 10 0
(a) Thereafter	12 15 0	13 1 6	12 12 0
File tang and point trimmer—			
(a) First three months' experience as such	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 13 0	12 19 6	12 10 0
File miller—			
(a) First three months' experience as such	12 10 0	12 16 6	12 7 0
(b) Thereafter	12 15 0	13 1 6	12 12 0
File acider	12 15 0	13 1 6	12 12 0
File sand blaster	12 13 6	13 0 0	12 10 6
Semi-automatic hammer file forger	12 13 0	12 19 6	12 10 0
File straightener (hand)	12 13 0	12 19 6	12 10 0
File grinder (other)	12 13 0	12 19 6	12 10 0
File edge setter (machine or hand)	12 13 0	12 19 6	12 10 0
File stripper (machine or hand)	12 13 0	12 19 6	12 10 0
File chisel grinder	12 13 0	12 19 6	12 10 0
File cropper	12 13 0	12 19 6	12 10 0
File point grinder	12 13 0	12 19 6	12 10 0
File safe edger	12 13 0	12 19 6	12 10 0
File tang bluer	12 13 0	12 19 6	12 10 0
File anneal loader	12 11 0	12 17 6	12 8 0
File straightener (machine)	12 10 0	12 16 6	12 7 0
File counter	12 10 0	12 16 6	12 7 0
File drier	12 10 0	12 16 6	12 7 0
File oiler	12 10 0	12 16 6	12 7 0
File paster	12 10 0	12 16 6	12 7 0
File ringer	12 10 0	12 16 6	12 7 0
Other employees with not less than three months' experience in this industry	11 17 0	12 3 6	11 14 0
All others	11 11 0	11 17 6	11 8 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

Automatic file blanking machine operator
File bar clipper;
File brander;
File cutter;
File edge grinder;
File hardener (where a fixture is used);

File point roller;
File roll flattener;
File side grinder;
File tang and point trimmer;
File tang roller;
Hand hammer file forger.

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.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Wages per Week of 40 Hours.

		Wages per Week of 40 hours.				
		Total Wage Payable—				
		* Percentage of Basic Wage.	Margin.	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.
			Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under one month's experience ..	75			8 11 0	8 16 0	8 8 6
All others	75		16 0	9 7 0	9 12 0	9 4 6
When employed in a classification for which the corresponding margin in clause 24 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>Additional Amount.</i>						
<i>II.—Junior Females.</i>						
17 years of age and under ..	52		3 6	4 12 6	4 15 0	4 11 0
18 years of age	62		4 0	5 10 0	5 13 0	5 8 6
19 years of age	72		4 6	6 7 6	6 11 0	6 6 0
20 years of age	82		5 0	7 5 0	7 9 6	7 3 0
<i>III.—Junior Males.</i>						
Under 16 years of age	24		2 0	2 16 6	2 18 6	2 16 0
16 years of age	34		3 0	4 0 6	4 2 6	3 19 6
17 years of age	46		4 0	5 9 0	5 12 0	5 7 6
18 years of age	58		5 0	6 17 0	7 1 0	6 15 6
19 years of age	73		6 0	8 12 6	8 17 0	8 10 0
20 years of age	88		7 0	10 7 6	10 13 6	10 5 0

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

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,
using electric arc or oxy acetylene blow pipe.

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 1255 of the 13th December, 1951, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
				Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		s. d.			s. d.	s. d.
1st year's experience ..	52	118 6	1st year's experience ..	48	109 6	48 3
2nd year's experience ..	59	134 6	2nd year's experience ..	64	146 0	
3rd year's experience ..	68	155 0	3rd year's experience ..	74	168 9	
4th year's experience ..	76	173 3	4th year's experience and	86	198 0	
5th year's experience ..	82	187 0	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age	28	63 9	Under 15 years of age	34	58 3
16 years, but under 17 years of age	32	73 0	15 years, but under 16 years of age	36	61 6
17 years, but under 18 years of age	41	93 6	16 years, but under 17 years of age	47	80 3
18 years, but under 19 years of age	57	130 0	17 years, but under 18 years of age	52	89 0
19 years, but under 20 years of age	67	152 9	18 years, but under 19 years of age	56	95 6
20 years, but under 21 years of age	76	173 3	19 years, but under 20 years of age	66	112 9
			20 years, but under 21 years of age	75	128 3

and thereafter the minimum adult wage or piecework price.

and thereafter the minimum wage payable to adult females.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 6s. per week in addition to their ordinary rate.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
<i>Males.</i>	<i>£ s. d.</i>
Furnacemen	13 5 6
Lehr attendants	12 6 0
Stickers-up to melter press shop (3 stickers-up)	12 14 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines	12 6 0
Crackers-off on Dip and Blow and Y machines	12 6 0
Melters on side Lever press glazers and battery jar press	12 8 6
Ball blowers 1st year	12 6 0
Ball blowers 2nd year	12 13 6
Ball blowers 3rd year	13 1 0
Taker-out on side lever press	12 8 6
Assistants to journeymen	12 1 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers	12 13 0
Batch mixers' Assistants	12 7 0
Handlers of raw materials (as defined)	12 6 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	12 17 0
Packers doing other packing (as defined)	12 5 0
Packers doing nested cartons (as defined)	12 5 0
Packers doing partitioned cartons (as defined)	12 10 0
Headers-up packed case	12 5 0
Warehouse Assemblers	12 5 0
Warehousemen	12 6 6
Loaders in delivery section	12 14 0
Stackers in delivery section	12 10 0
Sorters	12 12 0
Mould paster	12 10 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels	12 5 0
Cutters-off	12 5 0
Operators on glazing machines	12 5 0
Operators on searing-off machines	12 7 0
Operators on sandblast booth	12 16 0
Acid dippers	12 9 0
Glisters colour handlers	12 9 0
Sprayer	12 14 0
Other adult labour except where hereafter specified	12 1 0
<i>Females.</i>	
Adult females	8 11 0

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely :—

Journeyman.										Per Day.
										s. d.
Blowers—										
12" and under	..	..	..	..	..	..	..	..	..	57 9
Over 12" and up to 18"	..	..	..	..	..	..	..	..	..	60 8
Over 18"	..	..	..	..	..	..	..	..	..	65 8
Press workers—										
Press workers on general ware up to 2 lb.	..	..	..	..	..	..	..	..	..	55 6
Press workers on general ware 2 lb. to 5 lb.	..	..	..	..	..	..	..	..	..	56 6
Press workers on general ware over 5 lb.	..	..	..	..	..	..	..	..	..	57 6
Dip mould workers—										
Blowers	..	..	..	..	..	..	..	..	..	55 0
Gatherers	..	..	..	..	..	..	..	..	..	55 0

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following :—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

										Percentage of Basic Wage.	Wages per Week.
											s. d.
15 years of age	..	..	..	..	..	..	..	..	..	35	79 9
16 years of age	..	..	..	..	..	..	..	..	..	43	98 0
17 years of age	..	..	..	..	..	..	..	..	..	55½	126 6
18 years of age	..	..	..	..	..	..	..	..	..	70	159 6
19 years of age	..	..	..	..	..	..	..	..	..	77	175 6
20 years of age	..	..	..	..	..	..	..	..	..	93	212 0

and thereafter the minimum wage or piecework price.

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

										Wages per Week.
										£ s. d.
Furnacemen	..	..	..	..	..	..	..	..	..	10 10 0
Salt cake burners	..	..	..	..	..	..	..	..	..	10 10 0
Lehrmen	..	..	..	..	..	..	..	..	..	10 4 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	..	..	..	..	10 4 6
Salt cake burners' assistants	..	..	..	..	..	..	..	..	..	10 4 6
Packers packing in bags or straw	..	..	..	..	..	..	..	..	..	10 3 6
Sorters	..	..	..	..	..	..	..	..	..	10 3 6
Lister truck hands and assistants	..	..	..	..	..	..	..	..	..	10 2 6
All others	..	..	..	..	..	..	..	..	..	10 1 0

NOTES.

(1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section, of the said Determination shall remain in force.



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
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	13	0
Setter of precious gems	14	13	0
Mounter—1st Class	14	0	0
Mounter—2nd Class	13	5	0
Drop hammer operator who sets dies and makes force	13	15	6
Drop hammer operator, other	12	12	0
Setter	13	10	6
Melter and alloyer	13	10	6
Lapper	13	10	6
Polisher	12	18	0
Assembler and solderer	12	18	0
Solderer, other	12	12	0
Die setter	12	14	0
Engine turner	12	10	0
Press operator	12	10	0
Process worker (as defined)	12	10	0
Carder	12	1	0
Pinner up	12	1	0
Other employees with not less than three months' experience in this industry	11	17	0
All others	11	11	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.*

	£	s.	d.
Under one month's experience	8	11	0
*All others	9	7	0

* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 23s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 16s. 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. (h)

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 13 0
2nd year	43	4 18 0
3rd year	54	6 3 0
4th year	83	9 9 0
5th year	100 + 6s.	11 14 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 17 6
2nd year	54	6 3 0
3rd year	83	9 9 0
4th year	100 + 6s.	11 14 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 12 6
18 years of age	62	4 0	5 10 0
19 years of age	72	4 6	6 7 6
20 years of age	82	5 0	7 5 0
<i>II.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 16 6
16 years of age	34	3 0	4 0 6
17 years of age	46	4 0	5 9 0
18 years of age	58	5 0	6 17 0
19 years of age	73	6 0	8 12 6
20 years of age	88	7 0	10 7 6

* 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.



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in Government Gazette No. 1207 of the 23rd November, 1951, shall be replaced by the following clause:—

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Other Employees.

Wages Per Week.				Wages Per Week.					
		Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.			Weekly Rate.	War* Loading.	Total Weekly Wage.
			s. d.	£ s. d.			s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>									
Under three months' experience	75	6 0	8 17 0	Foreman i.e., man in charge of two or more employees ..	291 6	3 0	294 6		
All others	75	7 0	8 18 0	Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames	272 6	3 0	275 6		
<i>II.—Junior Females.</i>									
	Percentage of Female Basic Wage.			Press operator (heavy) ..	249 0	3 0	252 0		
17 years of age and under	52	3 6	4 12 6	Press operator (light) ..	247 0	3 0	250 0		
18 years of age	62	4 0	5 10 0	Process worker (as defined)	247 0	3 0	250 0		
19 years of age	72	4 6	6 7 6						
20 years of age	82	5 0	7 5 0						
<i>III.—Junior Males.</i>									
	Percentage of Basic Wage.								
Under 16 years of age	24	2 0	2 16 6						
16 years of age	34	3 0	4 0 6						
17 years of age	46	4 0	5 9 0						
18 years of age	58	5 0	6 17 0						
19 years of age	73	6 0	8 12 6						
20 years of age	88	7 0	10 7 6						

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

(ii) 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 needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Note.—The Board has determined that no apprentice shall be taken to this section.

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Wages Per Week.		
							Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	69 0	Foreman, i.e., man in charge of two or more employees Optical tradesman Optical workers and repairers ..			
1st year ..	25	69 0	2nd year ..	35	96 6				
2nd year ..	35	96 6	3rd year ..	45	124 0		291 6	3 0	294 6
3rd year ..	45	124 0	4th year ..	65	179 0		278 6	3 0	281 6
4th year ..	65	179 0	5th year ..	80	220 6		272 6	3 0	275 6
5th year ..	80	220 6							
Four Year Terms:—			PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 275s. 6d. per week.						
1st year ..	30	82 6							
2nd year ..	45	124 0							
3rd year ..	65	179 0							
4th year ..	80	220 6							
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 275s. 6d. per week An indentures of apprenticeship prescribed was approved on 15th December, 1914.									
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.									

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

RETAIL DAIRY BOARD.

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

2.

Improvers.					Other Employees.				
Wages Per Week of 40 Hours.					Wages.*				
	Shift Workers.		All Others.			Per Week of 40 Hours.			
	Percentage of Basic Wage.	Amount.	Percentage of Basic Wage.	Amount.					
				Weekly Wage.		Weekly Wage.			
		s. d.		s. d.		s. d.	s. d.		
Under 16 years ..	..	..	50	*114 0	Manager	*282 6	*271 6
16-17 years ..	..	..	58	*132 0	Foreman	*277 6	*266 6
17-18 years ..	..	..	66	*150 6	Operator of—		
18-19 years ..	84	*191 6	75	*171 0	Pasteurizer	*263 6	*252 6		
19-20 years ..	92	*210 0	84	*191 6	Separator or milk cooler ..	*258 6	*247 6		
20-21 years ..	98	*223 6	90	*205 0	Washer or sterilizer of cans or bottles	*258 6	*247 6		
					All others	*257 6	*246 6		
PROPORTION (IN ANY PLACE).									
Males.									
One improver to every eight or fraction of eight workers receiving not less than 24s. 6d. per week of 40 hours.									

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 246s. 6d. per week of 40 hours.

* 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.

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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, 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 November, 1952.

Dated at Melbourne, this

6th day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

SOFTGOODS—WHOLESALE—BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 50 of the 23rd January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.								Other Employees.	
Wages per Week of 40 Hours.								Wages per Week of 40 Hours.	
Experience.	Commencing Age.								
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.			
Males.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		Males.	<i>s. d.</i>
1st year ..	80 0	80 0	107 0	121 0	162 0	231 6		Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department ..	291 0
2nd „ ..	107 0	121 0	134 6	180 0	231 6	..		Salesmen and all employees assisting in sales ..	280 0
3rd „ ..	130 0	150 6	196 0	231 6	..	..	
4th „ ..	157 6	200 6	231 6	..	..	..
5th „ ..	189 0	231 6	..	..	..	..
6th „ ..	231 6	..	..	..	..	..
Females.								Females.	
1st year ..	60 0	60 0	80 6	90 6	121 6	174 6		Females employed in Millinery, Mantles, Corsets, Under-clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
2nd „ ..	80 6	90 6	101 0	135 0	174 6	..		Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department ..	218 6
3rd „ ..	97 6	114 6	147 0	174 6	..	..		Other saleswomen ..	210 3
4th „ ..	116 6	150 6	174 6	..	..	..		Females employed in any other Departments—	
5th „ ..	142 0	174 6	..	..	..	..		Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department ..	291 0
6th „ ..	174 6	..	..	..	..	..		Other saleswomen ..	280 0

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 100 of the 30th January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
15 years of age or under	29	s. d. 66 0
16 years of age	32	73 0
17 years of age	37	84 6
18 years of age	51	116 6
19 years of age	61	139 0
20 years of age	73	166 6

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 8 0
Groundsman or maintenance employee	12 13 0
All others	12 8 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	13 18 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 3 0
Groundsman	12 8 0
All others	12 5 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	13 18 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 3 0
Groundsman or maintenance employee	12 13 0
All others	12 8 0

Any employee, other than a curator or assistant curator, required to take charge of 3 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

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

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



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No. 909]

THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY. H. BEERS,
Secretary for Labour.

VEGETABLE GROWERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 821 of the 6th October, 1952, shall be replaced by the following clause:—

2.

Improvers.					Other Employees.			
	Per centage of Basic Wage.	Adjustable Rate.	Plus Loading to Com- pensate for a 44 Hour Week.	Total Wage.		Adjustable Rate.	Plus Loading to Compensate for a 44 Hour Week.	Total Wage.
		£ s. d.	s. d.	£ s. d.		£ s. d.	£ s. d.	£ s. d.
15 years of age or under ..	28	3 4 0	6 3	3 10 3	Foreman gardener, i.e., a gardener in charge of two or more employees All others ..	12 14 0 11 19 0	1 5 0 1 3 6	13 19 0 13 2 6
16 years of age ..	37	4 4 6	8 3	4 12 9				
17 years of age ..	48	5 9 6	10 9	6 0 3				
18 years of age ..	64	7 6 0	14 3	8 0 3				
19 years of age ..	84	9 11 6	18 9	10 10 3				
20 years of age or over, the appropriate rate prescribed under heading "Other Employees".								
PROPORTION.								
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.

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

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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

WHOLESALE GROCERS BOARD.

Clause 2 of the Determination made on the 11th August, 1952, and in force on the 26th August, 1952, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.			ALL OTHER EMPLOYERS.		
	Percentage of Basic Wage.	Wages per Week.		Wages per Week.	
		£ s. d.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria where this Determination applies.
Under 16 years of age	31	3 10 6	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	£ s. d.	£ s. d.
16 years of age ..	38	4 8 6	Leading hand in charge of—	13 14 6	13 18 0
17 years of age ..	49	5 11 6	10 or more persons	13 14 6	13 18 0
18 years of age ..	65	7 8 0	6, 7, 8, or 9 persons	13 8 0	13 11 6
19 years of age ..	83	9 9 0	1, 2, 3, 4, or 5 persons	12 19 6	13 3 6
20 years of age ..	100 + 1s.	11 9 0	Storeman employed singly	12 19 6	13 3 6
			All others	12 18 0	13 1 0

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction
of three workers receiving not less than
256s. per week.

An indenture of apprenticeship prescribed
by the Board was approved on 24th May,
1926.

Improvers.

One improver to every three or fraction
of three workers receiving not less than
256s. per week.

NOTE.—“Leading hand” means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 282 of the 8th March, 1951, shall be replaced by the following clause:—

2.

JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age	2 16 6	17 years of age and under	4 12 6
16 years of age	4 0 6	18 years of age	5 10 0
17 years of age	5 9 0	19 years of age	6 7 6
18 years of age	6 17 0	20 years of age	7 5 0
19 years of age	8 12 6		
20 years of age	10 7 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYERS.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
Adult Males—	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	13 8 0	13 5 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	12 18 0	12 15 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	12 13 0	12 10 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	12 8 0	12 5 0
Employee engaged in handling Glauber Salts	12 8 0	12 5 0
Box repairer and wood worker	12 13 0	12 10 0
All others	12 5 0	12 2 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	8 18 0	8 15 6

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

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THURSDAY, 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

BISCUIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No 19 of the 18th January, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.	
WAGES PER WEEK OF 40 HOURS.					WAGES.	
	Per-centage of Basic Wage.	Male Apprentices or Improvers.	Per-centage of Female Basic Wage.	Female Apprentices or Improvers.		Per week of 40 hours. s. d.
		s. d.		s. d.		
Under 16 years of age	38	86 6	63	107 6	Bakers (including Wafer Bakers and Branette Bakers)	267 0
16 years of age	40	91 0	63	107 6	Brakesman	263 0
17 years of age	56	127 6	70	119 6	Machine Attendant	280 0
18 years of age	64	146 0	81	138 6	Men carrying and stacking flour	262 0
19 years of age	75	171 0	88	150 6	Mixers (including Wafer Mixers and Sugar Cream Mixers)	266 0
20 years of age	85	194 0	96	164 0	Oven firemen	261 0
					Adult males operating "Enroba" chocolate dipping machine	253 0
					Despatch hands	253 0
					All other males	245 0
					All other females	190 9

Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 245s. per week of 40 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 190s. 9d. per week of 40 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 245s. per week of 40 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 190s. 9d. per week of 40 hours.

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

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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

Clauses 2 (a) and 19 of the Determination published in *Government Gazette* No. 464 of the 23rd May, 1952, shall be replaced by the following clauses:—

2. (a.)

Improvers.			Other Employees.		Per Hour.	Wages per Week of 40 Hours.
WAGES			FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
FIREBRICKS AND TEXTURE BRICKS.			Burners		6 7 ⁷ / ₁₀	269 0
Percentage of Basic Wage.			Crusher attendants who also haul		6 4 ¹³ / ₁₀	255 6
Per Week of 40 Hours.			Crusher attendants who do not haul		6 3 ⁹ / ₁₀	253 0
s. d.			Wet or dry pan attendants who do not haul		6 4 ¹ / ₂	256 0
14 years of age			Machine Drivers*		6 6 ³ / ₁₀	260 6
15 years of age			Wire cut attendant, column man, or off-bearers from wire cut machine		6 4 ¹³ / ₁₀	255 6
16 years of age			Hand moulders, dressers and cutters with not less than twelve months experience at the work		6 11 ³⁷ / ₄₀	279 9
17 years of age			Other hand moulders, dressers and cutters		6 7 ⁴ / ₁₀	266 0
18 years of age			Drawers*		6 6 ³ / ₁₀	261 0
19 years of age			Setters*		7 0 ³ / ₁₀	281 0
20 years of age			Facemen working in a clayhole 25 feet or less in depth*		6 11 ¹⁴ / ₂₀	278 6
OTHER BRICKS.			All other facemen*		7 0 ³ / ₁₀	280 6
14 years of age			Wheelers of green or burnt bricks		6 6 ³ / ₁₀	260 6
15 years of age			Clayhole men (employer to provide tools)*		6 7 ¹³ / ₂₀	265 6
16 years of age			Pressers		6 4 ¹³ / ₂₀	255 6
17 years of age			Loftmen		6 4 ⁷ / ₂₀	254 6
18 years of age			Dampers or Kiln Cleaners*		6 6 ³ / ₁₀	261 6
19 years of age			Yardmen and wastemen		6 3 ⁹ / ₁₀	253 0
20 years of age			OTHER BRICKS.			
Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 89% of the Basic Wage i.e. 203s. per week of 40 hours plus an allowance at the rate of of 3s. 6d. per week as compensation for time lost through wet weather.			Burners		6 7 ⁷ / ₁₀	269 0
Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.			Machine drivers or machine riggers*		6 7 ¹³ / ₂₀	265 6
PROPORTION (in any factory or place).			Wet or dry pan attendants who do not haul		6 6 ³ / ₁₀	261 0
One improver to every eight or fraction of eight employees receiving not less than 253s. per week of 40 hours.			Crusher attendants who do not haul		6 5 ¹⁷ / ₂₀	259 6
			Crusher and wet or dry pan attendants who also haul		6 7 ¹³ / ₂₀	265 6
			Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)*		6 8 ¹¹ / ₂₀	263 6
			Other drawers*		6 9 ³ / ₁₀	271 0
			Other setters*		7 0 ³ / ₁₀	281 0
			Facemen working in a clayhole 25 feet or less in depth*		7 1 ¹² / ₂₀	283 6
			All other facemen*		7 2 ¹⁷ / ₂₀	289 6
			Clayhole men (employer to provide tools)*		6 9 ³ / ₂₀	270 6
			Lime grinders, lime crushers, pressers, sand and lime mixers or silomen*		6 7 ⁴ / ₁₀	266 0
			Hand moulders		6 7 ¹³ / ₂₀	263 6
			Off-bearers from wire cut machine		6 6 ³ / ₁₀	260 6
			Truckers*		6 6 ³ / ₁₀	263 0
			Adults taking off-bricks machines		6 6 ³ / ₁₀	260 6
			Dampers or kiln cleaners*		6 7 ¹³ / ₂₀	266 6
			Loftmen		6 5 ⁷ / ₁₀	259 0
			Yardmen and wastemen		6 5 ⁸ / ₁₀	258 0

The Board has determined that no person shall be taken as an apprentice.

* The rates prescribed for these classification include an allowance of 2s. 6d. per week for wear and tear on clothing.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

19. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	8 9½	7 1½	6 8	7 0
26 to 36 yards	7 2½	7 7	7 1	7 4½
36 to 46 yards	7 5	7 8½	7 3½	7 7
Over 46 yards	8 0	8 3½	7 10½	8 2½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	8 1½	8 4½	8 5	8 8
26 to 36 yards	8 6	8 9½	8 9½	9 0½
36 to 46 yards	8 8½	8 11½	9 0½	9 3½
Over 46 yards	9 3½	9 6½	9 7½	9 10½

Per thousand.

Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	s. d.
" " " " in sheds	57 1
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	49 2
" " " " from bowling stool in sheds (where material is placed on the table)	39 11
" " " " and off-bearing to hacks or in sheds	36 11
" " fancy bricks from bowling stool	57 1
Setting " " " " from bowling stool	51 8
Picking blues	9 9
	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (a) and 19, of the said Determination shall remain in force.



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

BULK GRAIN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 97 of the 8th February, 1952, shall be replaced by the following clause:—

2.

WAGES.

(i) Junior Employees.

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.										Percentage of the Minimum Wage Prescribed for " Other Employees "	Weekly Wage.
											£ s. d.
16 years	..	..	..	..	..	..	..	..	..	30	3 17 0
17 years	..	..	..	..	..	..	..	..	..	40	5 2 6
18 years	..	..	..	..	..	..	..	..	..	50	6 8 0
19 years	..	..	..	..	..	..	..	..	..	70	8 19 0
20 years	..	..	..	..	..	..	..	..	..	90	11 10 6

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment
	per week.	per hour.
	£ s. d.	s. d.
<i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing	12 16 0	7 0 ¹⁹ / ₄₀
<i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors	13 1 10	7 2 ² / ₅
<i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship	13 7 8	7 4 ¹³ / ₄₀

(iii) *Leading Hand.*

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

Dated at Melbourne, this
6th day of November, 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	134 6	Under 16 years ..	49	111 6	64	109 6
16-17 years ..	..	..	69	157 6	16-17 years ..	56	127 6	70	119 6
17-18 years ..	..	..	78	178 0	17-18 years ..	69	157 6	78	133 6
18-19 years ..	100 plus 3s. 6d.	231 6	89	203 0	18-19 years ..	76	173 6	93	159 0
19-20 years ..	100 plus 15s.	243 0	99	225 6	19-20 years ..	89	203 0	100	171 0
20-21 years ..	100 plus 23s. 6d.	251 6	100 plus 7s. 6d.	235 6	20-21 years ..	100 plus 2s.	230 0	100 plus 12s.	183 0

PROPORTION (IN ANY PLACE).

Males.

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

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

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 201s. 3d. 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	290 0	279 0
Majonnier operator	290 0	279 0
Neutralizer	287 0	276 0
Foreman of shift or department	287 0	276 0
Operator of any of the following machines :—		
Milk drier (roller system)	280 0	269 0
Milk drier (spray system)	281 0	270 0
Assistant to milk drier (spray system)	280 0	269 0
Sugar boiler	275 0	264 0
Vacuum pan—condensery	282 0	271 0
Vacuum pan-dried milk	281 0	270 0
Vacuum pan-milk sugar	281 0	270 0
Evaporator	280 0	269 0
Homogenizer or visiolizer	278 6	267 6
Cream retort	276 0	265 0
Powder sifter	274 0	263 0
Tubular heater or ejector	275 0	264 0
Separator	276 0	265 0
Separator operator when weighing off cream and/or skim milk for the purpose of standardization	277 0	266 0
Cream weigher for standardization	276 0	265 0
Pasteurizer	276 0	265 0
Weighing machine (milk receiving)	280 0	269 0
Wire-hoopers, storeman, stackers or packers	274 0	263 0
Washers of vacuum pan, vacuum holding vats, or evaporator	275 0	264 0
Male adult washing or sterilizing cans or bottles	274 0	263 0
Operator of a fork lift truck	275 0	264 0
All other male adults	272 0	261 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	201 3
Females operating dried milk automatic filler .. .. .	..	201 3
All other females .. .. .	..	201 3

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.

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 254 of the 1st March, 1951, shall be replaced by the following clause:—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age	4 3 0	4 4 3
16 years of age	4 16 0	4 14 9
16½ years of age	5 4 3	5 3 0
17 years of age	5 15 0	5 15 0
17½ years of age	6 5 6	6 5 6
18 years of age	6 17 6	6 15 0
18½ years of age	7 14 0	7 5 9
19 years of age	8 6 0	7 15 3
19½ years of age	9 9 6	8 0 0
20 years of age	10 1 6	8 6 0
20½ years of age	11 5 3	8 11 9

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)

	Wages per Week.
	£ s. d.
<i>Males.</i>	
First rope layer on heavy type 12-strand machine	13 4 0
Rope layer on heavy type 9-strand machine	12 19 0
Foreman in charge of spinning and preparing departments	13 0 0
Other rope layers in walk with travellers	12 15 0
Rope splicer on driving ropes and springs	12 14 0
Storeman in charge	12 12 0
Packer working press (hand or power) pressing over 28 lb. in weight	12 10 0
Rope house machinist making 2 inch up to and including 4 inch	12 10 0
Rope house machinist making over 4 inch	12 13 0
Power reeler or finisher in connexion with heavy type 12-strand machine	12 10 0
Feeder or first spreader	12 8 0
Traveller driver on heavy type 12-strand machine	12 8 0
Damp mixer or batcher	12 7 0
Feeder of softeners or batchers	12 7 0
Rope and binder twine packer	12 7 0
Winder and warper in tarring department	12 8 0
Winding oiling and tarring yarn	12 8 0
Oiler and/or belt repairer	12 8 0
Maker of rope fenders	12 8 0
Maker of pig nets	12 7 0
Maker of camouflage nets	12 5 0
Power reeler or finisher in walk	12 7 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	12 5 0
Layer of lines or cords in walk	12 11 0
Twister or layer of yarn in walk	12 7 0
Opening Manila hemp	12 5 0
Scutcher	12 5 0
Lumping, loading, or unloading hemp, flax, or twine in store or factory	12 5 0
Feeder of tow breaker card	12 5 0
Lumping hemp flax or binder twine on wharf	12 8 0
Tacking and balling shop twine	12 7 0
Mat finisher	12 7 0
Maker of fishing lines	12 7 0
Hand reelers	12 5 0
Matting weavers	12 7 0
Drivers of motor waggons with capacity not exceeding 25 cwt.	12 12 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons	12 17 0
Drivers of motor waggons with capacity exceeding 3 tons	13 0 0
Employees pinning hackles, gills, and card staves	12 5 0
Dye house and flax boiling department operatives	12 5 0
All other machine operators or employees feeding or taking from machines	12 5 0
All others	12 2 0
<i>Females.</i>	
Balling binder twine	9 6 0
Balling lashing	9 6 0
Bagging binder twine	9 5 0
Feeding breaker card with clock	9 6 0
Feeding spreaders	9 5 0
Feeding finisher cards (hemp)	9 5 0
Spinning	9 11 0
Wet spinning	9 12 0
Ring frame operative	9 6 0
All other machine operators or employees feeding or taking from machines	9 5 0
All others	9 2 0

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



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
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 ..	59 6	77 6	98 0	68 6
2nd year's experience ..	89 0	109 6	137 0	102 6
3rd year's experience ..	118 6	148 0	187 0	130 0
4th year's experience ..	157 6	196 0	241 0	173 6
5th year's experience ..	196 0	241 0	..	207 6
6th year's experience ..	241 0	..	..	247 6

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

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 ..	59 6	77 6	98 0	68 6
2nd year's experience ..	89 0	109 6	137 0	102 6
3rd year's experience ..	118 6	148 0	187 0	130 0
4th year's experience ..	157 6	196 0	241 0	173 6
5th year's experience ..	196 0	241 0	..	207 6
6th year's experience ..	241 0	..	..	247 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.

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.
Under 16 years of age	59 6	
16 years of age	75 0	
17 years of age	93 6	
18 years of age	127 6	
19 years of age	157 6	
20 years of age	196 0	

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.

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.
Under 16 years of age	59 6	
16 years of age	75 0	
17 years of age	93 6	
18 years of age	127 6	
19 years of age	157 6	
20 years of age	196 0	

Die Sinker, by hand and/or by machine .. 293 0

Badge Toolmaker .. 271 0

Steel Stamp Cutter .. 281 0

Engravers by hand .. 276 0

Engravers, copperplate .. 276 0

Pantagraph Operator (other than die sinking or steel stamp cutting) .. 265 0

Stencil Plate Cutter .. 255 0

Drop Hammer Stamper who sets dies and makes force .. 252 0

Press Operator .. 250 0

Other Employees with not less than three months' experience in the industry .. 236 0

All Others .. 230 0

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, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clauses 24, 25 and 26 of the Determination published in *Government Gazette* No. 783 of the 3rd September, 1952, shall be replaced by the following clauses:—

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

24. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—	£	s.	d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1	8	0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0	9	6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	8	0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0	12	0
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0	15	6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	9	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0	9	0
"Legitimate" or "Straight" presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1	8	0
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	9	6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	8	0
Preliminary rehearsals in which no recording is done per hour or part thereof	0	15	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 14 10 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes" shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

25. Actors and actresses when used as such or as announcers, compères or commentators, shall for each hour or part thereof be paid 1 8 0

If used in more than one half ($\frac{1}{2}$) the aggregate number of announcements in any one hour, an additional amount of 0 15 6

*LIVE SHOWS, ACTUAL BROADCASTS, ETC.**Casual Employees.*

26. (a) These whether actors, actresses, singers, vaudeville artists, compères, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—

Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ($1\frac{1}{2}$) hours—per fifteen (15) minute broadcast 1 8 0

Rehearsal beyond one and a half ($1\frac{1}{2}$) hours on any one day, for every quarter ($\frac{1}{4}$) hour or part thereof .. 0 9 6

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of 1 8 0

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) 0 12 0

When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of 0 15 6

Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour broadcast or performance.

"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance .. 1 8 0

Beyond one (1) hour on any one day for every quarter ($\frac{1}{4}$) of an hour or part thereof 0 9 6

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with minimum per call of 1 8 0

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof 0 15 6

When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of 0 9 0

Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus

Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$ hrs.) or part thereof 0 9 0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week— £ s. d.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 14 10 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 15 6

Rehearsal time for each such solo item beyond the first shall be one half ($\frac{1}{2}$) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses other than clauses 24, 25 and 26 of the said Determination shall remain in force.



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THURSDAY, NOVEMBER 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, 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 November, 1952.

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

RAY H. BEERS,
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	68 6	35	60 0			
16 years ..	38	86 6	39	66 6			
17 years ..	51	116 6	46	78 6			
18 years ..	56	127 6	55	94 0			
19 years ..	73	166 6	66	113 0			
20 years ..	83	189 0	75	128 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		
					Woollen 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		
					FEMALES.		
					Feeders of rag machines		
					Feeders of machines other than rag machines		
					Rippers		
					Woollen pickers		
					Cotton pickers		
					Weighers and wrappers of cotton wool		
					All others		
					Leading hands, if in charge of four or more workers		

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.

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