



VICTORIA GOVERNMENT GAZETTE.

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No. 899]

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; at Warrnambool; and within Mildura and Glippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	15 4 6	15 11 0	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 3,000 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 convertor sub-stations which are in regular operation.

Ship Repairing.

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

	<i>s.</i>	<i>d.</i>
Tradesmen	4	6 per week.
All other labour	3	0

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades

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

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Electrical mechanic,

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

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

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

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

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<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 Warrambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>I.—Adult Females.</i>					
Under one month's experience	75	s. d.	£ s. d.	£ s. d.	£ s. d.
All others	75	16 0	8 11 0 9 7 0	8 16 0 9 12 0	8 8 6 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>					
17 years of age and under	52	Additional Amounts.	3 6	4 12 6	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.



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.

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.
<i>Males.</i>		<i>s. d.</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.
<i>Four and Five-year Terms.</i>		
	Per Week.	s. d.
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.



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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 Warrambrook, 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 Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Ironworking and General—continued.</i>			
*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
<i>(b) Manufacturing or preparing lead and shot—</i>			
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 ¼ 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.



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.

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 Warramboul 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.
	£ s. d.	£ s. d.	£ s. d.
File brander	12 10 0	12 16 6	12 7 0
(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.

	* 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.
			Per Week. s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	16 0	8 11 0	8 16 0	8 8 6
All others	75	16 0	9 7 0	9 12 0	9 4 6
<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

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.

Additional Amount.

* 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.
		<i>s. d.</i>			<i>s. d.</i>
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
Leaders 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 furnacemans' 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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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 moulder	14	13	0
Setter of precious gems	14	13	0
Moulder—1st Class	14	0	0
Moulder—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.



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.

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.—Adult Females.				Foreman i.e., man in charge of two or more employees .. Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. Press operator (heavy) .. Press operator (light) .. Process worker (as defined)	291 6	3 0	294 6
Under three months' experience	75	6 0	8 17 0				
All others	75	7 0	8 18 0				
II.—Junior Females.							
	Percentage of Female Basic Wage.						
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				
III.—Junior Males.							
	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 ..	291 6 278 6 272 6	3 0 3 0 3 0	294 6 281 6 275 6
1st year ..	25	69 0	2nd year ..	35	96 6				
2nd year ..	35	96 6	3rd year ..	45	124 0				
3rd year ..	45	124 0	4th year ..	65	179 0				
4th year ..	65	179 0	5th year ..	80	220 6				
5th year ..	80	220 6	PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 275s. 6d. per week.						
Four Year Terms:—			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.						
1st year ..	30	82 6	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.						
2nd year ..	45	124 0							
3rd year ..	65	179 0							
4th year ..	80	220 6							

* 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.