



# VICTORIA GOVERNMENT GAZETTE.

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No. 900]

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.</i>	<i>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.
						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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No. 901]

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.







# 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 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.





# VICTORIA GOVERNMENT GAZETTE.

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No. 903]

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>	£ s. d.
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.







# 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.

## 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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[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>					Foreman i.e., man in charge of two or more employees ..				
Under three months' experience .. ..	75	6 0	8 17 0	Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. ..	291 6	3 0	294 6		
All others .. ..	75	7 0	8 18 0	Press operator (heavy) ..	272 6	3 0	275 6		
<i>II.—Junior Females.</i>					Press operator (light) ..	249 0	3 0	252 0	
	Percentage of Female Basic Wage.			Process worker (as defined)	247 0	3 0	250 0		
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>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.



# VICTORIA GOVERNMENT GAZETTE.

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No. 906]

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.					
				Shift Workers.		All Others.			
	Weekly Wage.	Weekly Wage.							
	s. d.	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.

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







# VICTORIA GOVERNMENT GAZETTE.

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**No. 907]**

**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.

### 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.							s. d.
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</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	..	..	..	..	..		
<i>Females.</i>								
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).	
<i>Apprentices.</i>	
One apprentice to three or fraction of three workers receiving not less than the minimum wage.	
<i>Improvers.</i>	
One improver to each worker receiving not less than the minimum wage.	

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.

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

No. 907.—10278/52.—PRICE 3D





# VICTORIA GOVERNMENT GAZETTE.

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**No. 908]**

**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.

## 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.
<b>Racecourses—</b>	
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
<b>Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—</b>	
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
<b>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—</b>	
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.





# VICTORIA, GOVERNMENT GAZETTE.

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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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# VICTORIA GOVERNMENT GAZETTE.

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No. 910]

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 EMPLOYEES.		
	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 cellerman, 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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# VICTORIA GOVERNMENT GAZETTE.

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No. 911]

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.

### 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.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 912]

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.

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

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Published by Authority.

No. 913]

**THURSDAY, NOVEMBER 13.**

[1952]

### Factories and Shops Acts.

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

RAY H. BEERS,  
Secretary for Labour.

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 :—

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 <sup>19</sup> / <sub>40</sub>
<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 <sup>2</sup> / <sub>5</sub>
<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 <sup>13</sup> / <sub>40</sub>

(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.





# VICTORIA GOVERNMENT GAZETTE.

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No. 915]

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 916]

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.

Published by Authority.

No. 917]

**THURSDAY, NOVEMBER 13.**

[1952]

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

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

RAY H. BEERS,  
Secretary for Labour.

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

WAGES PER WEEK OF 40 HOURS.

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 918]

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.

### 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.

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

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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.

### FUR TRADE BOARD.

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

#### APPRENTICES AND IMPROVERS.

2. (a) Rates per Week of 40 Hours.

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	3 0 0	3 14 6	5 19 6
2nd six months .. .. .	3 9 6	4 3 0	6 11 6
3rd six months .. .. .	4 1 0	4 11 6	7 10 6
4th six months .. .. .	4 19 6	5 5 6	8 8 0
5th six months .. .. .	5 11 0	5 19 6	..
6th six months .. .. .	6 4 6	6 11 6	..
7th six months .. .. .	8 18 0	7 10 6	..
8th six months .. .. .	10 5 6	8 8 0	..
9th six months .. .. .	11 11 0	..	..
10th six months .. .. .	11 15 6	..	..

and thereafter the minimum wage or piecework price.

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

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

#### Apprentices or Improvers.

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

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

- (c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

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

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

## PERSONS ELIGIBLE FOR APPRENTICESHIP.

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

## INDENTURE COMPLETED.

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

## COMPLETION OF APPRENTICESHIP.

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

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

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

## TIME SERVED IN ANY GROUP TO COUNT.

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

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

3.

## OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
	£ s. d.
<i>Journeymen.</i>	
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	14 19 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	14 3 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	13 9 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	13 18 0
All other adult males not herein classified	11 19 0

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine	10 4 0
Machinists, namely, females employed machining any part of a garment or part of an article	9 19 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	9 19 0
All other adult females not herein classified	8 19 0

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

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 921]

FRIDAY, NOVEMBER 14.

[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.

### LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 722 of the 27th July, 1951, shall be replaced by the following clauses:—

2. WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles .. .. .	13 2 0	12 19 0
All other Journeymen .. .. .	13 8 0	13 5 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends .. .. .	9 1 6	9 19 0
Other Journeywomen .. .. .	9 7 0	9 4 6

NOTE:—Females working on large machines (7·5, 45K, 7·37, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

No. 921.—10408/52.—PRICE 3D.

## APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.  
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience .. .. .	68 6	67 6
Second year's experience .. .. .	80 0	78 6
Third year's experience .. .. .	114 0	112 6
Fourth year's experience .. .. .	182 6	180 0
Fifth year's experience .. .. .	228 0	225 0
Four year terms—		
First year's experience .. .. .	68 6	67 6
Second year's experience .. .. .	114 0	112 6
Third year's experience .. .. .	182 6	180 0
Fourth year's experience .. .. .	228 0	225 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

Cutting or clicking;  
 Trunks, and/or leather bag and case maker;  
 Fibre, veneer, canvas or other case maker;  
 Machine belt maker;  
 Sporting goods maker of leather;  
 Ladies' hand bag, wallet and purse maker;  
 Leather goods maker;  
 Glove maker (other than sporting goods);  
 Leather coats, hats or caps maker;

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) 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 twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

(j) 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.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.

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

(m) An apprentice shall not work under any system of piecework.

(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.

(o) *Tools of Trade*.—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

## JUNIOR WORKERS—MALES.

5. (a) Junior workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 year of age .. .. .	68 6	67 6
16 and under 17 years of age .. .. .	91 0	90 0
17 and under 18 years of age .. .. .	114 0	112 6
18 and under 19 years of age .. .. .	137 6	135 0
19 and under 20 years of age .. .. .	182 6	180 0
20 and under 21 years of age .. .. .	228 0	225 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1 .. .. .	1
2 to 20 .. .. .	1 for every 2 such male employees
Over 20 .. .. .	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

#### JUNIOR WORKERS—FEMALES.

6. (a) Female junior workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age .. .. .	68 6	67 6
16 and under 17 years of age .. .. .	85 6	84 0
17 and under 18 years of age .. .. .	97 6	96 0
18 and under 19 years of age .. .. .	109 6	108 0
19 and under 20 years of age .. .. .	119 6	118 0
20 and under 21 years of age .. .. .	149 0	146 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.







# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 14.

[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.

## MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 780 of the 17th August, 1951, shall be replaced by the following clause:—

### WAGES.

#### (A) GRAND OPERA, GRAND BALLET, CONCERTS. OR RELIGIOUS PERFORMANCES.

##### *Weekly Employees.*

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work .. .. .	19	1	0
(ii) Each performance additional to the week's work .. .. .	3	9	1
(A3) Principals—			
(i) Week's work .. .. .	17	1	0
(ii) Each performance additional to the week's work .. .. .	3	3	4
(A4) Week's work for other performers .. .. .	15	9	0
(A5) Each performance additional to week's work .. .. .	2	18	9
(A6) Pianist playing alone .. .. .	17	1	0
(A7) Each performance additional to week's work .. .. .	3	3	4
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 19s. 7d. per hour with a minimum payment as for two consecutive hours.			

##### *Casual Employees.*

(A9) Leaders—each performance .. .. .	4	17	5
(A10) Principals—each performance .. .. .	3	9	10
(A11) Other performers—each performance .. .. .	3	4	3
(A12) Pianist playing alone—each performance .. .. .	3	9	10

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

##### *Weekly Employees.*

(B1) For the purpose of this sub-clause B—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ia) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances .. .. .	14	3	6
(B3) Additional performances (each) one sixth of the six performance rate. ..	16	6	8
(B3A) Week's work of eight performances .. .. .	17	8	6
(B3B) Additional performances (each) one-eighth of the eight performance rate. ..	2	13	8
(B4) Week's work of twelve performances .. .. .	2	19	7
(B5) For the first additional performance .. .. .	3	8	4
For the second additional performance .. .. .	15	4	6
For the third and each succeeding additional performance .. .. .	3	2	8
(B6) Pianist playing alone—six performances .. .. .	18	19	6
(B7) Each performance additional to week's work .. .. .	2	16	11
(B8) Pianist playing alone—twelve performances .. .. .	3	2	5
(B9) For the first additional performance .. .. .	4	13	3
For the second additional performance .. .. .			
For the third and each succeeding additional performance .. .. .			
(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—12s. 10d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—15s. 7d. per hour with a minimum payment as for two hours.			

*Casual Employees.*

(B12) Each performance other than by pianist playing alone .. .. .	3	2	10
(B13) Each performance by pianist, playing alone .. .. .	3	9	0

(C) PICTURE SHOWS.

*Weekly Employees.*

- (C1) For the purpose of this sub-clause C—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances .. .. .	12	19	0
(C3) Each performance additional to week's work .. .. .	2	15	1
(C4) Week's work of twelve performances .. .. .	16	2	6
(C5) For the first additional performance .. .. .	2	11	2
For the second additional performance .. .. .	2	15	4
For the third and each succeeding additional performance .. .. .	3	4	0
(C6) Pianist playing alone for six performances .. .. .	14	10	0
(C7) Each performance additional to week's work .. .. .	3	0	3
(C8) Pianist playing alone for twelve performances .. .. .	17	13	6
(C9) For the first additional performance .. .. .	2	14	4
For the second additional performance .. .. .	2	19	4
For the third and each succeeding additional performance .. .. .	3	10	5
(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—12s. 3d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—14s. 7d. per hour with a minimum payment as for two consecutive hours.			

*Casual Employees.*

(C12) Each performance .. .. .	2	19	11
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(D) STAGE BANDS.

*Weekly Employees.*

- (D1) For the purpose of this sub-clause D—

- A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

(D2) Week's work of six performances not to exceed 18 hours .. .. .	11	14	0
(D3) Each performance additional to week's work .. .. .	2	11	1
(D4) Week's work of six performances not to exceed 12 hours .. .. .	8	10	4
(D5) Each performance additional to week's work .. .. .	2	4	6

*Casual Employees.*

(D6) Each performance of three hours .. .. .	3	0	11
(D7) Each performance of two hours .. .. .	1	7	0

## (E) BRASS AND REED BANDS.

*Casual Employees.*

	<i>£</i>	<i>s.</i>	<i>d.</i>
(E1) Each performance not to exceed three consecutive hours .. .. .	2	11	1

## (F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

*Weekly Employees.*

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m. .. .. .	9	7	8
(F2) Each performance additional to week's work .. .. .	1	6	10
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m. .. .. .	12	19	0
(F4) Each performance additional to week's work .. .. .	1	3	1
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m. .. .. .	12	14	0
(F6) Each performance additional to week's work .. .. .	2	14	3
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.			

*Casual Employees.*

(F10) An employee employed under (F1) not exceeding two hours shall be paid .. .. .	1	10	0
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid .. .. .	2	19	11
(F12) An employee employed under (F5) not exceeding three hours shall be paid .. .. .	2	18	11

## (G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

*Weekly Employees.*

(G1) For the purpose of this sub-clause G— A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.			
(G2) Week's work other than by pianist playing alone .. .. .	13	6	0
(G3) Each performance additional to week's work .. .. .	2	15	3
(G4) Week's work—pianist or other instrumentalist playing alone .. .. .	14	8	0
(G5) Each performance additional to week's work .. .. .	2	19	11

*Casual Employees.*

(G6) Each performance .. .. .	3	1	4
(G7) Each performance—pianist or other instrumentalist playing alone .. .. .	3	5	9

## REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10) A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday. Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.			
(G9) Week's work of two performances .. .. .	5	7	11
Week's work of three performances .. .. .	8	17	0
Week's work of four performances .. .. .	11	6	6
Week's work of five performances .. .. .	12	14	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances .. .. .	6	14	11
Week's work of three performances .. .. .	9	9	2
Week's work of four performances .. .. .	12	2	8
Week's work of five performances .. .. .	13	14	10

## (H) CABARETS AND BALLROOMS.

*Weekly Employees.*

(H1) Week's work of six performances done between 9 p.m. and 2 a.m. .. .. .	20	6	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m. .. .. .	16	16	6

*Casual Employees.*

(H3) Each performance not to exceed five hours .. .. .	5	10	1
(H4) Each performance not to exceed four hours .. .. .	4	16	2
(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 3d. for each fifteen minutes or portion thereof.			
(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 3½d. for each fifteen minutes or portion thereof.			

## (I) COFFEE LOUNGES.

*Weekly Employees.*

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. .. .. .	15	18	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday .. .. .			
	15	13	2

*Casual Employees.*

(I3) Each performance not to exceed three hours .. .. .	3	10	8
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## (J) SKATING RINKS.

## Weekly Employees.

£ s. d.

(J1) For the purpose of this sub-clause J—

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.
- (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	..	..	..	..	..	12	19	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	..	..	..	..	..	2	15	1
(J4) Week's work of twelve long performances	..	..	..	..	..	16	2	6
(J5) For the first additional performance	..	..	..	..	..	2	11	2
For the second additional performance	..	..	..	..	..	2	15	4
For the third and each succeeding additional performance	..	..	..	..	..	3	4	0
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	..	..	..	..	..	13	19	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	..	..	..	..	..	1	4	9

## Casual Employees.

(J8) Each performance .. .. . 2 19 11

## (K) CASUAL EMPLOYEES GENERALLY.

(i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.

(ii) Casual rates shall be adjustable.

## (L) ORGANISTS.

(i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.

(ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

## (M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	..	..	extra 0 5 2
(ii) If four	..	..	extra 0 4 6
(iii) If five	..	..	extra 0 3 11
(iv) If six or more	..	..	extra 0 3 3
(v) If six or more—picture shows	..	..	extra 0 3 0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	..	..	extra 0 3 2
(ii) If four	..	..	extra 0 2 9
(iii) If five	..	..	extra 0 2 5
(iv) If six or more	..	..	extra 0 2 0
(v) If six or more—picture shows	..	..	extra 0 1 9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	..	..	extra 0 3 6
(ii) If four	..	..	extra 0 3 0
(iii) If five	..	..	extra 0 2 6
(iv) If six or more	..	..	extra 0 2 0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

## (N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

(N1) Where orchestra is required to perform on the stage in view of the audience—

	£	s.	d.
(i) For each musician, per performance	..	..	extra 0 3 3
(ii) Picture shows—for each musician per performance	..	..	extra 0 2 6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	£	s.	d.
(i) For such musician, per performance	..	..	extra 0 3 11
(ii) Picture shows—for such musician, per performance	..	..	extra 0 3 0

## (O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

(O1) In Grand Opera and other work comprised in sub-clause A of this clause—

	£	s.	d.
(i) Commencing before 3 p.m., not to exceed two hours	..	..	1 4 0
(ii) Commencing before 3 p.m., not to exceed three hours	..	..	1 10 6
(iii) Commencing at or after 3 p.m., not to exceed two hours	..	..	1 7 2
(iv) Commencing at or after 3 p.m., not to exceed three hours	..	..	2 15 3

(O2) In any other work—

	£	s.	d.
(i) Commencing before 3 p.m., not to exceed two hours	..	..	1 0 9
(ii) Commencing before 3 p.m., not to exceed three hours	..	..	1 4 0
(iii) Commencing at or after 3 p.m., not to exceed two hours	..	..	1 4 0
(iv) Commencing at or after 3 p.m., not to exceed three hours	..	..	1 10 6

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

*Other Employees.*

£ s. d.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	17	1	0
(ii) Weekly employee, for each hour over 30 in the week	..	..	0	12	7
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0	14	3

(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	15	4	6
(ii) Weekly employee, for each hour over 30 in the week	..	..	0	11	5
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0	11	7

## (P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

*Weekly Employees.*

£ s. d.

(P1) Employee required to supply music	..	..	extra	0	15	0
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*Casual Employees.*

(P2) Employee so required—per performance	..	..	extra	0	5	0
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## (Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows:—

*Broadcasts from a Place of Entertainment.*

£ s. d.

(i) Broadcast in one State only-per performance	..	..	extra	0	5	0
(ii) Relayed to one other State-per performance	..	..	extra	0	9	5
(iii) Relayed to two other States-per performance	..	..	extra	0	13	4
(iv) Relayed to three other States-per performance	..	..	extra	0	16	6
(v) Relayed to four other States-per performance	..	..	extra	0	19	2
(vi) Relayed to five other States-per performance	..	..	extra	1	1	3

## (R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

## (S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

## (T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

## (U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

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





# VICTORIA GOVERNMENT GAZETTE.

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**No. 923]**

**FRIDAY, NOVEMBER 14.**

**[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  
12th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 513. of the 20th June, 1952, shall be replaced by the following clauses :—

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	s. d.
Nail or tack tool maker .. .. .	265 0
Nail or tack machinist .. .. .	256 0
Assistant to nail or tack machinist .. .. .	251 0
Roofing nail heading machinist .. .. .	256 0
Barbed wire tool maker or machinist .. .. .	256 0
Assistant to barbed wire machinist .. .. .	251 0
Clipper or tier-up on concertina barbed wire .. .. .	250 0
Rumbler .. .. .	250 0
Galvanizer .. .. .	261 0
Pickler—Head, or where only one pickler is employed .. .. .	255 0
Assistant pickler .. .. .	249 0
Assistant working over metal pot .. .. .	255 0
Swinger .. .. .	247 0
Wire-drawing plate setter .. .. .	254 0
Wire-drawing block operator .. .. .	250 0
Tack Inspector .. .. .	250 0
Storeman, packer, or sorter .. .. .	255 6
Other employees with not less than three months' experience in the metal trades industry .. .. .	237 0
All others .. .. .	231 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.

##### Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations :—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

*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) If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one 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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

*Wages.*

(f) The minimum weekly rates of wages 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 wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

										Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>											
										Per Week.	Per Week.
											£ s. d.
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
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>											
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

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) 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.*

(l) 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

**FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.**

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
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*I.—Adult Females.*

		s. d.	£ s. d.
Under one month's experience .. .. .	75		8 11 0
All others .. .. .	75	16 0	9 7 0

When employed in a classification for which the corresponding margin in clause 23 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.*

		Additional Amount.	
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.—Improvers and Junior Males.*

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, 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.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 such 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.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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

