



# VICTORIA GOVERNMENT GAZETTE.

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[1952

Factories and Shops Acts.

## DETERMINATION OF THE HOSPITAL NURSES' BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed as:—

- (a) certificated nurses in public, private, intermediate, or community hospitals or in benevolent or in convalescent homes;
- (b) nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria;
- (c) registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
- (ii) in any—

infant welfare training school,  
mothercraft training school,  
babies' home,  
pre-school centre (including any crèche, nursery school, kindergarten, or play group).

- (d) certificated nurses engaged in connexion with any industrial or commercial undertaking;
- (e) certificated nurses employed in his practice by a qualified medical practitioner or dentist, or employed by any medical, dental, or nursing society, association, clinic or service"—

has made the following Determination, namely:—

That as from the beginning of the first pay period to commence in November, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PART 1.

NOTE.—This part applies to—

- (a) Certificated nurses in public, private, intermediate, or community hospitals, or in benevolent or convalescent homes;
- (b) Nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria.

#### WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 52s. per week for male nurses and 47s. 9d. per week for female nurses and trainees may be deducted in respect of such board and lodging, notwithstanding that such employee may decide not to avail himself or herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

#### TRAINEES.

##### Females.

MIDWIFERY TRAINEES.			OTHER TRAINEES.									
Per Week.			Per Week.									
£ s. d.			£ s. d.									
1st year ..	..	5 9 6	1st year ..	..	..	..	..	..	..	..	..	5 9 6
2nd year ..	..	6 3 0	2nd year ..	..	..	..	..	..	..	..	..	5 17 0
and thereafter ..	..	6 3 0	and thereafter ..	..	..	..	..	..	..	..	..	6 10 0

Provided that if a female person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining a midwifery certificate, the wage to be paid for such further training shall be at the rate of £10 13s. 3d. per week.

##### Males.

Per Week.									
£ s. d.									
1st year ..	..	..	..	..	..	..	..	..	6 16 6
2nd year ..	..	..	..	..	..	..	..	..	8 0 0
and thereafter ..	..	..	..	..	..	..	..	..	9 2 0

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £12 7s. per week.

Provided further that if a male person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining another certificate the wages to be paid for such further training shall be at the rate of £9 2s. per week if under the age of 21 years and £12 7s. per week if 21 years of age or over.

#### Proportion.

The proportion of trainees in a training hospital approved by the Nurses' Registration Board of Victoria to certificated nurses shall be not more than six trainees to each certificated nurse exclusive of the matron.

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## OTHER EMPLOYEES.

*Matrons.*

(i) Subject to sub-clause (ii) hereof the wages payable to Matrons (other than those employed in benevolent homes) based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows:—

	Per Week.
£ s. d.	
Under 10 beds .. .. .	14 5 9
From 10 to 19 beds .. .. .	14 10 9
" 20 " 39 .. .. .	14 15 9
" 40 " 65 .. .. .	15 3 3
" 66 " 100 .. .. .	15 13 3
" 101 " 150 .. .. .	16 3 3
" 151 " 200 .. .. .	16 13 3
" 201 " 250 .. .. .	17 3 3
" 251 " 300 .. .. .	17 13 3
Over 300 beds .. .. .	18 3 3

Provided that the wages of any Matron in a Hospital Registered as a Training School or a part-time Training School shall not be less than £14 15s. 9d. per week.

(ii) Any Matron in a Hospital in which there is no Resident Medical Officer and which hospital is registered as a training school or a part time training school shall, in addition to the wages prescribed in sub-clause (i) hereof, receive an allowance at the rate of £52 per annum.

(iii) Wages payable to Matrons employed in benevolent homes shall be based on the daily average occupied number of beds as follows:—

	Per Week.
£ s. d.	
100 beds or under .. .. .	14 13 3
From 101 to 200 beds .. .. .	15 3 3
" 201 " 300 .. .. .	15 13 3
" 301 " 450 .. .. .	16 3 3
Over 450 beds .. .. .	16 13 3

*Deputy or Assistant Matrons.*

(i) Wages payable to deputy or assistant Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows:—

	Per Week.
£ s. d.	
From 101 to 150 beds .. .. .	14 3 3
" 151 " 200 .. .. .	14 13 3
" 201 " 250 .. .. .	15 3 3
Over 250 beds .. .. .	15 13 3

(ii) Wages payable to deputy or assistant Matrons employed in benevolent homes shall be based on the daily occupied average number of beds as follows:—

	Per Week.
£ s. d.	
From 201 to 300 beds .. .. .	13 18 3
" 301 " 450 .. .. .	14 3 3
Over 450 beds .. .. .	14 8 3

*Home Sisters and Certificated Midwifery Nurses.*

	Per Week.
£ s. d.	
Home Sister .. .. .	12 18 3
Certificated Midwifery Nurses .. .. .	10 10 3

*Employees not Elsewhere Provided for in Part 1.*

The wages of the following employees shall vary according to their length of service in the institution at which they are employed at the class of work mentioned, provided that a nurse with not less than an aggregate of three years' experience at such class, who then commences work in another institution, shall for the first twelve months' service in such institution, be paid not less than the rate herein provided in Column C, and thereafter not less than the rate herein in Column D.

	COLUMN A. During the First Year.	COLUMN B. During the Second Year.	COLUMN C. During the Third Year.	COLUMN D. Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing .. .. .	13 8 3	13 13 3	13 18 3	14 3 3
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing .. .. .	12 8 3	12 13 3	12 18 3	13 3 3
Senior Tutor Sister (which includes a Tutor Sister where only one is employed) .. .. .	13 8 3	13 13 3	13 18 3	14 3 3
Tutor Sisters other than senior tutor sister .. .. .	12 3 3	12 8 3	12 13 3	12 18 3
Night Sister in charge of 20 beds of more .. .. .	12 8 3	12 13 3	12 18 3	13 3 3
Other Night Sister in charge .. .. .	12 3 3	12 8 3	12 13 3	12 18 3
X-ray Sister who is a registered technician .. .. .	12 8 3	12 13 3	12 18 3	13 3 3
Sisters .. .. .	12 3 3	12 8 3	12 13 3	12 18 3
Staff Nurses .. .. .	10 13 3	11 3 3	11 8 3	11 13 3
<i>Males.</i>				
Male Nurses .. .. .	14 0 0	14 10 0	15 1 0	15 6 0

## ALLOWANCES.

2. (a) Any night sister, tutor sister, sister, staff nurse, or certificated midwifery nurse who is required to hold more than one certificate in connexion with his or her duties shall receive a sum of 15s. per week for each certificate required to be used in addition to the appropriate wage rate provided in clause 1.

(b) Any employee at call shall receive an allowance at the rate of 5s. per week for the time at call in addition to any other rate in this Determination to which he or she may be entitled.

(c) Any employee whose duties require him or her to travel shall be paid first-class fares and all reasonable out-of-pocket expenses.

(d) Any registered nurse engaged for a distant position where a definite period of engagement is not stated shall, after six months' continuous service in same, receive a refund of first-class railway, coach, or steamer fares and reasonable out-of-pocket expenses incurred within the State of Victoria in reaching such position.

(e) Any registered nurse engaged for a distant position for a definite period shall, when he or she completes the term of his or her engagement, receive first-class railway, coach, or steamer return fares and reasonable out-of-pocket expenses incurred in travelling within the State of Victoria.

## HOURS FOR AN ORDINARY WEEK'S WORK.

3. The hours for an ordinary week's work shall be:—

(i) For an X-ray Sister who is a registered technician not more than eight hours on any one day and not more than five and a half days in any week;

- (ii) For all employees (other than a Sister who is an X-ray technician) 40 hours per week provided that 80 hours may be worked in any two consecutive weeks, and provided further that not more than 48 hours may be worked in any of such weeks without payment of overtime;
- (iii) With the exception of time occupied in having meals (which shall be a period of not less than 30 minutes for each meal), and one additional break if same is required by the Institution, the work of each shift shall be continuous.

## OVERTIME.

4. Except in the case of—(i) a Matron in an institution where a Deputy or Assistant Matron is also employed, and (ii) an X-ray Sister who is a registered technician, time and a half shall be paid for all work done in excess of the ordinary hours prescribed in clause 3.

## DAY OFF IN EACH WEEK.

5. All employees shall receive at least one clear day off in each week in the case of day-shift employees and one clear night off in each week in the case of night-shift employees.

Provided that during any working period not exceeding three consecutive weeks, the day or night off may, with the approval of the Matron, be allowed to stand over, and be taken at a time mutually agreed upon in any one consecutive period equivalent to one day or night, as the case may be, for each week in the period concerned.

## ANNUAL LEAVE.

6. (a) Annual leave with full pay shall be granted to employees on completion of each twelve months' service with an institution as follows:—

Staff nurses and trainees .. .. .	Three weeks.
All other employees .. .. .	Four weeks.

Provided that any employee who leaves or is dismissed for any reason before completing a full qualifying twelve monthly period, shall in lieu of annual leave, receive a pro-rata payment, based on the amount payable for the leave prescribed herein for a full twelve months' continuous service, and the period actually served.

(b) Two week's notice of the date from which an employee shall commence his or her annual leave shall be given unless otherwise mutually agreed upon between the parties concerned.

## LONG SERVICE LEAVE.

7. (a) Subject to the provisions set out in sub-clause (b) hereof all male employees after the completion of twenty years' continuous service and all female employees after the completion of fifteen years' continuous service, shall be entitled to leave of absence as in the said sub-clause (b).

(b) (i) An employee who has been in the service of the same employer for the period specified in sub-clause (a) hereof shall be entitled to six months' leave of absence on full salary or wage.

(ii) Except by mutual agreement between the employer and the employee concerned the leave prescribed by sub-clause (b) (i) hereof shall not be taken until six months prior to the employee attaining 65 years in the case of males and 60 years in the case of females or on termination of employment if such termination takes place prior to the employee attaining the age hereinbefore referred to.

(iii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired and has not received long service leave due to him under this clause, such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (b) (i) hereof plus a pro-rata amount for all service in excess of twenty years for males and fifteen years for females provided that such resignation or retirement is not due to misconduct.

(iv) Upon the death from any cause of an employee, who, at the date of death was eligible for the grant of long service leave, the Board shall pay to the legal representative of the deceased employee the amount that the employee would have been entitled to receive had he retired immediately prior to the date of his death.

(c) For the purposes of this clause the following definitions shall apply:—

"Service" shall mean service calculated as from the date of entering the present employment with the hospital, benevolent or convalescent home, (hereinafter called the employer) as an employee and shall include all periods during which an employee was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary or Wage" shall mean the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken, or immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Board" shall mean the Board or Controlling Authority of the Hospital, Benevolent or Convalescent Home, in which the employee is employed.

Words importing the masculine gender only shall include the feminine gender.

Word importing the singular number only shall include the plural number and vice versa.

## SICK LEAVE.

8. (a) In the event of an employee becoming sick and certified as such by the Medical Superintendent, or in an institution where there is no Medical Superintendent by a qualified Medical Practitioner approved by the institution, he or she shall be entitled to sick leave on full pay as follows:—

- (i) During the first year of service in an institution—one day for each month of service.
- (ii) During the second, third, and fourth years of service in an institution—two weeks in each year.
- (iii) Thereafter—three weeks in each year.

Sick leave shall be in addition to the annual leave provided in clause 6.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st May, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding nine weeks, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

(c) (i) An employee who contracts an infectious disease in the course of his or her duties and is entitled to receive workers' compensation therefor, he or she shall have any difference between workers' compensation and his or her ordinary wages made up by the institution up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of his or her duties, and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

## MINIMUM PAYMENT FOR WORK DONE IN ANY WEEK.

9. (a) An employee who is willing and available to work a full week shall if employed for less than twenty hours in any week receive a minimum of half a full week's ordinary wage for the class of work done, but if employed for twenty hours or over such person shall receive a minimum of a full ordinary week's wage for the class of work done.

(b) An employee who is not willing and available to work a full week shall be paid pro-rata according to the hours actually worked for the class of work done.

## MIXED DUTIES.

10. Any employee called upon to temporarily perform duties for which a higher wage is prescribed by this Determination shall receive such higher wage whilst so employed.

## TIME AND WAGE RECORDS.

11. (a) A time book or other record shall be kept at each Institution by the employer.  
 (b) The time book or record shall be correctly entered up in ink daily by each employee setting out the hours worked and submitted each fortnight to the Matron, who in turn shall submit such time book or record, together with that of her own, to the Secretary or other responsible officer of the Institution.

## PROPORTION OF NURSES TO PATIENTS.

12. (The provisions of this Clause shall not operate so far as employees at benevolent homes or at the Melbourne Convalescent Home for Men, Cheltenham, and the Melbourne Convalescent Home for Women, Clayton are concerned.)—The proportion of nurses to patients in private intermediate or community hospitals shall be as provided in the Regulations relating to Private Hospitals under the *Health Act 1928* (No. 3697) but in all other places the proportion on duty shall be as follows:—

- (a) *Day Shift*.—One nurse to each ten or fraction of ten patients.  
 (b) *Night Shift*.—One nurse to each fifteen or fraction of fifteen patients.

## PROVISION OF ACCOMMODATION AND OTHER NECESSARY REQUIREMENTS.

13. (a) Suitable healthy accommodation shall be provided for employees. Wherever possible, single bedrooms shall be provided. Separate beds shall be provided for each employee and in no case shall more than two employees be required to occupy the same bedroom. Separate accommodation distinct from that provided for day staff shall be provided for employees on night duty.  
 (b) Adequate supplies of rubber gloves and all necessary safety appliances shall be kept and maintained at each institution and provided free of cost to employees for use as required.  
 (c) Linen, cutlery, crockery, and blankets shall be provided by the employer free of cost to the employee.

## BREAKAGES.

14. Except in a case of proved carelessness employees shall not be required to pay for any breakages occurring in the ordinary course of their specified duties.

## UNIFORMS.

15. (a) On commencing the first year of training a female trainee nurse shall be provided with dresses, aprons, caps, collars, cuffs and cape according to the specific requirements of the individual hospital, and a male trainee nurse shall be provided with the equivalent uniform according to the specific requirements of the individual hospital. Articles so provided remain the property of the hospital and if a trainee nurse leaves the hospital during the first year of training she shall hand in her uniform.  
 After the first year of training the hospital shall provide such trainee with sufficient material for such uniforms during each subsequent year or part thereof.

- (b) Any employee (other than a trainee or a certificated nurse in training) shall be provided from the commencement of his or her service with an institution with necessary caps and also with suitable and sufficient material for the other articles of a uniform. In lieu of the provision of such caps and material the institution may, however, pay such employee an allowance of 3s. 6d. per week.

## POSTING DETERMINATION.

16. A copy of this Determination shall be posted up by the employer in a conspicuous place accessible to all employees.

## DEFINITIONS.

17. (a) *Matron*.—A Matron is a trained registered nurse who has charge of the nursing and domestic staff in any of the institutions mentioned in the preamble of this Determination.

- (b) *Daily Average*.—Daily average means the daily average occupied beds in a Public Hospital or in a Benevolent Home as shown in the latest available return of the Charities Board of Victoria.

- (c) *Deputy or Assistant Matron*.—A Deputy or Assistant Matron is a trained registered nurse who relieves the Matron and assists in the administration.

- (d) *Sister*.—A Sister is a trained registered nurse with special responsibility (i.e., in charge of a ward, floor, department, or the training of nurses).

- (e) *Staff Nurse*.—A Staff Nurse is a trained registered nurse employed in or in connexion with any of the institutions mentioned in the preamble of this Determination.

- (f) *Trainee*.—A Trainee is a pupil nurse in a registered training school.

- (g) *Night Sister in Charge*.—A night sister in charge means the senior registered nurse on duty at night in a hospital.

- (h) *Uniform*.—A Uniform shall consist of such dresses, aprons, and caps as may be required by the institution.

## TERMINATION OF EMPLOYMENT.

18. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee, or in lieu thereof fourteen days' wages shall be paid or forfeited, as the case may be.

## PART 2.

NOTE.—Section I. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or  
 (ii) in any pre-school centre (including any crèche, nursery school, kindergarten, or play group).

Section II. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed in any—

infant welfare training school,  
 mothercraft training school, or  
 babies' home.

## SECTION I.

## WAGES.

1. Any employee required to live in shall be provided with laundry, free of charge, but a sum of 47s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister .. .. .	13 17 9

## ADDITIONAL PAYMENT.

2. Any employee who is required to use in connexion with her duties any certificate or certificates other than—

- (a) a general nursing certificate, or  
 (b) an infant welfare certificate,

shall receive an allowance of 15s. per week for each such other certificate she is required to use.

## HOURS OF WORK.

3. The number of hours which shall constitute an ordinary week's work shall be 40.

## OVERTIME.

4. Time and a half shall be paid for all work done in excess of 40 hours per week.

## CASUAL EMPLOYMENT.

5. A casual employee (i.e., one who is specifically engaged as such) shall be paid time and a half for the first 20 hours in any one week and time and a third thereafter. Provided that nothing in this clause shall operate as regards an employee employed regularly by two or more municipalities. Such an employee may only be employed under the conditions stated in sub-clause (b) of clause 6.

## CONTRACT OF EMPLOYMENT.

6. (a) All employees (other than casual employees and employees working under the conditions stated in sub-clause (b) hereof) shall be entitled to receive not less than the ordinary rate provided in this Determination as a wage for an ordinary week's work.

(b) An employee regularly employed by two or more municipalities shall be entitled to receive not less than the ordinary rate provided in clause 1 of this section as a wage for an ordinary week's work, plus an allowance of 15s. for each night she is necessarily absent from her usual place of residence on account of her duties. Such amount of 15s. shall be deemed to include allowances for board and lodging but not to include other travelling expenses.

Unless otherwise specifically agreed upon in writing by all parties concerned the cost of the amount of the wages and allowance stated in this sub-clause shall be equally borne by the municipalities concerned.

## ALLOWANCES.

7. (a) All out of pocket expenses reasonably incurred by an employee whose duties necessitate journeys and visits to various parts of the Municipal District shall be paid by the Municipal Authority concerned.

(b) All travelling expenses incurred by an employee regularly employed by two or more Municipal Authorities shall, unless otherwise agreed upon in writing by the parties concerned, be equally divided between, and paid by the municipalities concerned. Cost of meals and lodging shall not in this case be deemed to be expenses.

(c) Where an employee is required to provide, and use her own car in connexion with her duties she shall be paid an allowance of 8d. per mile for each mile she is so required to use her car. Should such an employee be employed by more than one municipality, and be required by each to use her car the amount payable as before-mentioned shall, unless otherwise agreed upon in writing be equally divided between, and paid by the municipalities concerned.

(d) A relieving employee engaged for a distant position, whilst travelling to and from the centre where she is to relieve, shall be entitled to first-class return fares, plus the cost of a sleeping berth if necessary. In addition allowances at the rate of 4s. per meal for a maximum of three meals per day shall be payable. Provided that an employee leaving for a position later than 7 a.m. on any day, or returning from a position before 8.30 a.m. on any day, shall not be entitled to a breakfast allowance; and an employee leaving for a position after 6 p.m. on any day, or returning from a position before 7 p.m. on any day, shall not be entitled to a dinner allowance, and unless an employee is travelling between the hours of 12 noon and 2 p.m. inclusive, she shall not be entitled to a lunch allowance.

(e) A relieving employee who is required to work more than 10 miles from the usual place of residence, shall, in addition to any allowance prescribed elsewhere in this Part, receive an allowance at the rate of 40s. per week.

(f) Any employee engaged for a distant position where a definite term of engagement is not stated, shall, after six months' continuous service in same, receive a refund of first-class railway, coach, or steamer fares, and reasonable out of pocket expenses incurred in travelling within the State of Victoria.

## HOLIDAYS.

8. All employees shall, as far as practicable, be entitled to the following holidays without deduction of pay, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and such other day or days as from time to time may be proclaimed throughout the State as public holidays. In addition to the afore-mentioned holidays employees employed within the Metropolitan District shall be entitled to the following additional holidays without deduction of pay, Labour Day, and Melbourne Cup Day.

Provided that any employee who is required to be on duty on any day hereinbefore provided for as a holiday shall be allowed another day off in lieu thereof or shall receive an additional day's pay.

## ANNUAL LEAVE.

9. (a) All employees shall be entitled to three weeks' annual leave, without deduction of pay, on completion of each year of service with an employer.

Provided that any employee who leaves or is dismissed for any reason before completing a full qualifying twelve monthly period, shall in lieu of annual leave, receive a pro-rata payment, based on the amount payable for the leave prescribed herein for a full twelve months' continuous service, and the period actually served.

(b) In addition to the holidays as prescribed by sub-clause (a) hereof in any case where a health centre is not open on the days during the period between Christmas Day and New Year's Day an employee shall be entitled to be absent from such centre on such days without deduction of pay.

## SICK LEAVE.

10. (a) In the event of an employee becoming sick and certified as such by the Medical Superintendent, or in an institution where there is no Medical Superintendent by a qualified Medical Practitioner approved by the institution, she shall be entitled to sick-leave on full pay as follows:—

- (i) During the first year of service in an institution—one day for each month of service.
- (ii) During the second, third, and fourth years of service in an institution—two weeks in each year.
- (iii) Thereafter—three weeks in each year.

Sick leave shall be in addition to the annual leave provided in clause 9.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st May, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding nine weeks, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

(c) (i) An employee who contracts an infectious disease in the course of his or her duties and is entitled to receive workers' compensation therefor, he or she shall have any difference between workers' compensation and his or her ordinary wages made up by the institution up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of his or her duties, and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

## UNIFORM ALLOWANCE.

11. An employee shall be paid a uniform allowance at the rate of 3s. 6d. per week and the uniform shall be laundered by the employer free of cost to the employee.

## TERMINATION OF EMPLOYMENT.

12. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee or in lieu thereof, fourteen days' pay shall be paid or forfeited, as the case may be.

## SECTION II.

## WAGES.

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 47s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

(a) *Employees in Infant Welfare Training Schools only or in Infant Welfare and Mothercraft Training Schools combined.*

										Per Week.
										£ s. d.
Matron .. .. .	..	..	..	..	..	..	..	..	..	15 7 9
Sister—										
During the first year's service at the Institution	..	..	..	..	..	..	..	..	..	12 8 3
During the second year's service at the Institution	..	..	..	..	..	..	..	..	..	12 13 3
Thereafter at such Institution .. .. .	..	..	..	..	..	..	..	..	..	12 18 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

*(b) Employees in Mothercraft Training Schools only.*

											Per Week.
											£ s. d.
Matron .. .. .	..	..	..	..	..	..	..	..	..	..	14 17 9
Sister—											
During the first year's service at the Institution	..	..	..	..	..	..	..	..	..	..	12 8 3
During the second year's service at the Institution	..	..	..	..	..	..	..	..	..	..	12 13 3
Thereafter at such Institution	..	..	..	..	..	..	..	..	..	..	12 18 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

*(c) Employees in Babies' Homes.*

											Per Week.
											£ s. d.
Matron .. .. .	..	..	..	..	..	..	..	..	..	..	14 3 9
Sister .. .. .	..	..	..	..	..	..	..	..	..	..	12 8 3

**ADDITIONAL PAYMENT.**

2. Any employee who is required to use in connexion with her duties any certificate or certificates other than a general nursing certificate shall receive an allowance of 15s. per week for each such other certificate she is required to use.

**HOURS OF WORK.**

3. (a) The number of hours which shall constitute an ordinary week's work shall be 40, provided that 80 hours may be worked in any two consecutive weeks, and provided further that not more than 48 hours may be worked in any of such weeks without payment of overtime.

(b) With the exception of time occupied in having meals (which shall be a period of not less than 30 minutes for each meal), and one additional break if same is required by the institution, the work of each shift shall be continuous.

**OVERTIME.**

4. Time and a half shall be paid for all work done in excess of the ordinary hours prescribed in Clause 3.

**TRAVELLING ALLOWANCE.**

5. (a) Any employee whose duties require her to travel shall be paid first-class fares and all reasonable out-of-pocket expenses.

(b) Any employee engaged for a distant position where a definite period of engagement is not stated shall, after six months' continuous service in same, receive a refund of first-class railway, coach, or steamer fares and reasonable out-of-pocket expenses incurred in reaching such position.

(c) Any employee engaged for a distant position for a definite period shall, when she completes the term of her engagement receive first-class railway, coach, or steamer return fares and reasonable out-of-pocket expenses incurred in travelling.

**DAY OFF IN EACH WEEK.**

6. All employees shall receive at least one clear day off in each week in the case of day-shift employees, and one clear night off in each week in the case of night-shift employees.

**ANNUAL LEAVE.**

7. All employees shall be entitled to four weeks' leave, without deduction of pay, on completion of each year of service with an institution.

Provided that any employee who leaves or is dismissed for any reason before completing a full qualifying twelve monthly period, shall in lieu of annual leave, receive a pro-rata payment, based on the amount payable for the leave prescribed herein for a full twelve months' continuous service, and the period actually served.

**SICK LEAVE.**

8. (a) In the event of an employee, becoming sick and certified as such by the Medical Superintendent, or in an institution where there is no Medical Superintendent by a qualified Medical Practitioner approved by the institution, she shall be entitled to sick leave on full pay as follows:—

- (i) During the first year of service in an institution—one day for each month of service.
- (ii) During the second, third, and fourth years of service in an institution—two weeks in each year.
- (iii) Thereafter—three weeks in each year.

Sick leave shall be in addition to the annual leave provided in clause 8.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st May, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding nine weeks, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

(c) (i) An employee who contracts an infectious disease in the course of his or her duties and is entitled to receive workers' compensation therefor, he or she shall have any difference between workers' compensation and his or her ordinary wages made up by the institution up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of his or her duties, and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

**MINIMUM PAYMENT FOR WORK DONE IN ANY WEEK.**

9. An employee who is willing and available for work shall if employed for less than 20 hours in any week receive a minimum of half a full week's ordinary wage for the class of work done, but if she is employed for 20 hours or over she shall receive a minimum of a full ordinary week's wage for the class of work done.

**TIME AND WAGE RECORDS.**

10. An adequate record of the hours worked by each employee and the wages paid shall be kept by each employer subject to this Determination.

**PROVISION OF ACCOMMODATION AND OTHER NECESSARY REQUIREMENTS.**

11. (a) Suitable healthy accommodation shall be provided for employees. Wherever possible single bedrooms shall be provided. Separate beds shall be provided for each employee and in no case shall more than two employees be required to occupy the same bedroom. Separate accommodation distinct from that provided for day staff shall be provided for employees on night duty.

(b) Adequate supplies of rubber gloves and all necessary safety appliances shall be kept and maintained at each institution, and provided free of cost to employees for use as required.

(c) Linen, cutlery, crockery, and blankets shall be provided by the employer free of cost to the employee.

**BREAKAGES.**

12. Except in a case of proved carelessness an employee shall not be required to pay for any breakages occurring in the ordinary course of her specified duties.

**UNIFORM ALLOWANCE.**

13. An employee shall be provided from the commencement of her service with an institution with necessary caps and also with suitable and sufficient material for the other articles of a uniform. In lieu of the provision of such caps and material the institution may, however, pay such employee an allowance of 3s. 6d. per week.

**DEFINITION.**

14. A matron is a trained nurse, who in addition holds the certificates necessary for the carrying out of her duties, and has been entrusted with the control and/or superintendence of the nursing and domestic staff of the institution.

## TERMINATION OF EMPLOYMENT.

15. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment be given by either employer or employee or, in lieu thereof, fourteen days' pay shall be paid or forfeited, as the case may be.

## PART 3.

NOTE.—This part applies to—

Certificated nurses engaged in connexion with any industrial or commercial undertaking.

WAGES.								Per Week.
								£ s. d.
During the first year's service	..	..	..	..	..	..	..	11 18 3
During the second year's service	..	..	..	..	..	..	..	12 3 3
Thereafter	..	..	..	..	..	..	..	12 8 3

## UNIFORM ALLOWANCE.

2. A nurse shall be paid a uniform allowance at the rate of 3s. 6d. per week. The cost of the laundering of the uniforms shall be borne by the employer.

## TRAVELLING ALLOWANCE.

3. Any nurse whose duties require her to travel shall be paid first-class fares and all reasonable out-of-pocket expenses.

## TERMS OF EMPLOYMENT.

4. (a) Employment shall be by the week and any nurse willing, ready and available to work shall in respect of each week of her employment be paid the full weekly wage fixed.

(b) Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee, or in lieu thereof, one week's wages shall be paid or forfeited, as the case may be.

## OTHER CONDITIONS OF EMPLOYMENT.

5. Nurses shall be entitled to the same conditions as regards—

- (a) Hours of employment,
- (b) Overtime,
- (c) Annual leave,
- (d) Sick leave,
- (e) Shift work,
- (f) Public holidays,
- (g) Special rates for Sundays and holidays,
- (h) Time and Wages Book, and
- (i) Meal breaks,

as those provided by any Award, Determination, or Agreement for the general body of employees in the industry in connexion with which they are employed.

## PART 4.

NOTE.—Section I. of this part applies to—

Certificated nurses employed in his practice by a qualified medical practitioner or dentist or employed by any medical or dental society, clinic or service.

Section II. of this part applies to—

Certificated nurses employed by any nursing society or association.

## SECTION I.

WAGES.								Per Week.
								£ s. d.
1. X-ray nurse, who is a registered technician :—								
During the first year's service	..	..	..	..	..	..	..	12 8 3
During the second year's service	..	..	..	..	..	..	..	12 13 3
Thereafter	..	..	..	..	..	..	..	12 18 3
Other nurse :—								
During the first year's service	..	..	..	..	..	..	..	12 3 3
During the second year's service	..	..	..	..	..	..	..	12 8 3
Thereafter	..	..	..	..	..	..	..	12 13 3

## ALLOWANCES.

2. (a) Any nurse, who is required to hold more than one certificate in connexion with her duties shall receive a sum of 15s. per week for each certificate required to be used in addition to the appropriate wage rate provided in clause 1.

(b) Any employee at call shall receive an allowance at the rate of 5s. per week for the time at call in addition to any other rate in this Determination to which she may be entitled.

(c) Any employee whose duties require her to travel shall be paid first-class fares and all reasonable out-of-pocket expenses.

## HOURS FOR A WEEK'S WORK.

3. The number of hours to constitute an ordinary week's work shall be 40.

## OVERTIME.

4. Time and a half shall be the rate payable for all work done in excess of 40 hours per week.

## MEAL BREAK.

5. A meal break of not less than 30 minutes, at a time mutually agreed upon, shall be allowed employees each day.

## ANNUAL HOLIDAYS.

6. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111 and any amendments which may be made thereto from time to time.

## SICK LEAVE.

7. (a) In the event of an employee becoming sick and certified as such by a qualified Medical Practitioner approved by the employer she shall be entitled to sick leave on full pay as follows :—

- (i) During the first year of service—one day for each month of service.
- (ii) During the second, third, and fourth years of service—two weeks in each year.
- (iii) Thereafter—three weeks in each year.

Sick leave shall be in addition to the annual leave provided in clause 6.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st May, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding nine weeks, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

(c) (i) An employee who contracts an infectious disease in the course of his or her duties and is entitled to receive workers' compensation therefor, he or she shall have any difference between workers' compensation and his or her ordinary wages made up by the employer up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of his or her duties, and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the employer, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

#### HOLIDAYS.

8. All employees shall be entitled to the following holidays without deduction of pay, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and such other day or days as from time to time may be proclaimed throughout the State as public holidays. In addition to the afore-mentioned holidays employees employed within the Metropolitan District shall be entitled to the following additional holidays without deduction of pay, Labour Day, and Melbourne Cup Day.

#### SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

9. Time and a half shall be the special rate payable for all work done on Sundays or any of the holidays prescribed in clause 8.

#### MINIMUM PAYMENT FOR WORK DONE IN ANY WEEK.

10. An employee who is willing and available for work shall if employed for less than 20 hours in any week receive a minimum of half a full week's ordinary wage for the class of work done, but if she is employed for 20 hours or over she shall receive a minimum of a full ordinary week's wage for the class of work done.

#### TIME AND WAGE RECORDS.

11. An adequate record of the hours worked by each employee and the wages paid shall be kept by each employer subject to this Determination.

#### BREAKAGES.

12. Except in a case of proved carelessness an employee shall not be required to pay for any breakages occurring in the ordinary course of her specified duties.

#### UNIFORM ALLOWANCE.

13. An employee shall be entitled to a uniform allowance at the rate of 3s. 6d. per week and the uniform shall be laundered by the employer free of cost to the employee.

#### TERMINATION OF EMPLOYMENT.

14. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee, or in lieu thereof fourteen days' wages shall be paid or forfeited, as the case may be.

### SECTION II.

#### WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 47s. 9d. per week may be deducted in respect of such board and lodging notwithstanding that such employee may decide not to avail herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

										Per Week.
										£ s. d.
During the first year	..	..	..	..	..	..	..	..	..	12 3 3
During the second year	..	..	..	..	..	..	..	..	..	12 8 3
Thereafter	..	..	..	..	..	..	..	..	..	12 13 3

#### ALLOWANCES.

2. (a) Any nurse, who is required to hold more than one certificate in connexion with her duties shall receive a sum of 15s. per week for each certificate required to be used in addition to the appropriate wage rate provided in clause 1.

(b) Any employee at call shall receive an allowance at the rate of 5s. per week for the time at call in addition to any other rate in this Determination to which she may be entitled.

(c) Any employee whose duties require her to travel shall be paid first-class fares and all reasonable out-of-pocket expenses.

#### HOURS OF WORK.

3. (a) The number of hours which shall constitute an ordinary week's work shall be 40, provided that 80 hours may be worked in any two consecutive weeks, and provided further that not more than 48 hours may be worked in any of such weeks without payment for overtime.

(b) With the exception of time occupied in having meals (which shall be a period of not less than 30 minutes for each meal), and one additional break if same is required by the employer the work of each shift shall be continuous.

#### OVERTIME.

4. Time and a half shall be paid for all work done in excess of the ordinary hours prescribed in clause 3.

#### DAY OFF IN EACH WEEK.

5. All employees shall receive at least one clear day off in each week in the case of day-shift employees and one clear night off in each week in the case of night-shift employees.

Provided that during any working period not exceeding three consecutive weeks, the day or night off may, with the approval of the employer, be allowed to stand over, and be taken at a time mutually agreed upon in any one consecutive period equivalent to one day or night, as the case may be, for each week in the period concerned.

#### ANNUAL LEAVE.

6. (a) Four weeks' annual leave with full pay shall be granted to employees on completion of each twelve months' service with an employer.

Provided that any employee who leaves or is dismissed for any reason before completing a full qualifying twelve monthly period, shall in lieu of annual leave, receive a pro-rata payment, based on the amount payable for the leave prescribed herein for a full twelve months' continuous service, and the period actually served.

(b) Two weeks' notice of the date from which an employee shall commence her annual leave shall be given unless otherwise mutually agreed upon between the parties concerned.

#### SICK LEAVE.

7. (a) In the event of an employee, becoming sick and certified as such by a qualified Medical Practitioner approved by the employer she shall be entitled to sick leave on full pay as follows:—

(i) During the first year of service in an institution—one day for each month of service.

(ii) During the second, third, and fourth years of service in an institution—two weeks in each year.

(iii) Thereafter—three weeks in each year.

Sick leave shall be in addition to the annual leave provided in clause 6.



(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st May, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding nine weeks, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

(c) (i) An employee who contracts an infectious disease in the course of his or her duties and is entitled to receive workers' compensation therefor, he or she shall have any difference between workers' compensation and his or her ordinary wages made up by the institution up to but not exceeding a period of three months.

(ii) An employee who contracts an infectious disease in the course of his or her duties, and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution, and who is not entitled to workers' compensation shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

(iii) Sick pay granted under sub-clause (i) and (ii) hereof shall not be debited against any sick leave credit which the employee may have under sub-clauses (a) and (b) hereof.

#### MINIMUM PAYMENT FOR WORK DONE IN ANY WEEK.

8. An employee who is willing and available for work shall if employed for less than 20 hours in any week receive a minimum of half a full week's ordinary wage for the class of work done, but if she is employed for 20 hours or over she shall receive a minimum of a full ordinary week's wage for the class of work done.

#### TIME AND WAGE RECORDS.

9. An adequate record of the hours worked by each employee and the wages paid shall be kept by each employer subject to this Determination.

#### PROVISION OF ACCOMMODATION AND OTHER NECESSARY REQUIREMENTS.

10. (a) Suitable healthy accommodation shall be provided for employees. Wherever possible single bedrooms shall be provided. Separate beds shall be provided for each employee and in no case shall more than two employees be required to occupy the same bedroom. Separate accommodation distinct from that provided for day staff shall be provided for employees on night duty.

(b) Adequate supplies of rubber gloves and all necessary safety appliances shall be kept and maintained by the employer, and provided free of cost to employees for use as required.

(c) Linen, cutlery, crockery, and blankets shall be provided by the employer free of cost to the employee.

#### BREAKAGES.

11. Except in a case of proved carelessness an employee shall not be required to pay for any breakages occurring in the ordinary course of her specified duties.

#### UNIFORMS.

12. An employee shall be provided from the commencement of her employment with the prescribed uniform of the service free of cost, or in lieu thereof shall be paid an allowance of 3s 6d. per week.

#### TERMINATION OF EMPLOYMENT.

13. Except where the conduct of an employee justifies instant dismissal, fourteen days' notice of termination of employment shall be given by either employer or employee or, in lieu thereof, fourteen days' pay shall be paid or forfeited, as the case may be.

### PART 5.

This Part applies to the whole of the Determination.

#### PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 1 of Part 1, Sections 1 and 11 of Part 2, Part 3, and Sections 1 and 11 of Part 4, are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board has determined that such rates shall be automatically adjusted as prescribed by clause 2. Provided that for every increase or decrease of 1s. per week in the basic wage for adult males, the wages of female nurses shall be increased or decreased by 9d. per week and trainees shall be increased or decreased by 6d. per week. Provided also that for every increase or decrease of 1s. in the basic wage for males the weekly deductions for board and lodging shall be increase or decreased by 4d. for male nurses and 3d. for female nurses and all trainees.

#### Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	Per week. £ s. d.	
Throughout the State .. .. .	11 8 0	Melbourne

#### ADJUSTMENT OF BASIC WAGE.

2. (a) For the purposes of this Determination the expression "Commonwealth Statistician 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1953, the amount of the Basic Wage shall be as prescribed in clause 1.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statisticians "all items" retail price index number by the factor '103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANDEES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 28th October, 1952.

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





# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 21.

[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  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination made on the 17th July, 1952, and in force as from the beginning of the first pay period to commence in August, 1952, shall be replaced by the following clauses:—

#### 2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars :—

APPRENTICES.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

\*Percentage.

35 8 .. 14

41 5 .. 16½

59 3 .. 23½

88 7 .. 34½

112 2 .. 44

or in lieu of weekly wages the work may be paid at the following piece-work prices :—

Making Cigars.

2nd year .. One-third of the piece-work prices.

3rd year .. Two-thirds of the piece-work prices.

4th year .. Three-quarters of the piece-work prices. } See also clause 13, sub-clause (m)

Sorting and Packing Cigars.

In Boxes of—

500 cigars. 250 cigars. 100 cigars. 50 cigars. 25 cigars. 10 cigars.

per 1,000. per 1,000. per 1,000. per 1,000. per 1,000. per 1,000.

s. d. s. d. s. d. s. d. s. d. s. d.

1st year .. 1 1·2 1 1·2 1 1·2 1 4·5 1 7·8 2 2·4

2nd year .. 1 4·5 1 4·5 1 4·5 1 7·8 2 5·7 2 9

3rd year .. 1 7·8 1 7·8 1 11·1 2 2·4 3 0·3 3 3·6

4th year .. 2 2·4 2 2·4 2 5·7 2 9 3 6·9 3 10·2

} Plus 3 per centum.  
See also clause 13,  
sub-clause (m).

IMPROVERS.

18 years .. .. s. d. \*Percentage.

19 years .. .. 88 7 .. 34½

20 years .. .. 123 8 .. 48½

20 years .. .. 153 8 .. 60½

APPRENTICES.

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

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

(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)

IMPROVERS.

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

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

\* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All others (males)."

## 3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

(a)

## Males.

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes .. ..	41 5	16½	41 5	16½	47 2	18½	47 2	18½
Turning bunches .. ..	41 5	16½	41 5	16½	47 2	18½	47 2	18½
Stripping fillers .. ..	41 5	16½	41 5	16½	47 2	18½	52 11	20½

  

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes .. ..	70 9	27½	76 6	30	105 2	41½	135 9	53½
Turning bunches .. ..	70 9	27½	76 6	30	105 2	41½	135 9	53½
Stripping fillers .. ..	Piecework prices		Piecework prices		Piecework prices		Piecework prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

## Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 255s. per week of 40 hours	52 3	20½	58 0	22½	70 9	27½	89 3	35	111 7	43½	145 4	57	184 3	72½

\* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

## Females.

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Stripping and booking cigar bunch wrapper leaf .. ..	96 2	56½	96 2	56½	96 2	56½	96 2	56½
Ringed cigars .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Stripping fillers .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Packing cigars, viz. :—								
Havanette .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Royal Bengals .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Bonanzas .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Gem of East Cigarillos .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Swiss .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Cartons or parcels .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Machine work, viz. :—								
Making bunches .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Covering cigars .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Swiss .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Lucky Hit .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Havanettes .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39
Cenoritas .. ..	44 6	26	51 9	30½	59 5	34½	66 8	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

## Females—continued.

Employed in—	Wages per Week of 40 Hours.						Third Year's Experience.	Fourth Year's Experience.
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s. d.</i>	%	<i>s. d.</i>	%				
Trimming cigar boxes .. .. .	73 11	43½	88 11	52			Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	125 8	73½	133 5	78			Minimum wage	Minimum wage
Ringing cigars .. .. .	Piece-work prices		Piece-work prices				Piece-work prices	Piece-work prices
Stripping fillers .. .. .	"		"				"	"
Packing cigars, viz. :—								
Havanette .. .. .	"		"				"	"
Royal Bengals .. .. .	"		"				"	"
Bonanzas .. .. .	"		"				"	"
Gem of East Cigarillos .. .. .	"		"				"	"
Swiss .. .. .	"		"				"	"
Cartons or parcels .. .. .	"		"				"	"
Machine work, viz. :—								
Making bunches .. .. .	"		"				"	"
Covering cigars .. .. .	"		"				"	"
Swiss .. .. .	"		"				"	"
Lucky Hit .. .. .	"		"				"	"
Havanettes .. .. .	"		"				"	"
Senoritas .. .. .	"		"				"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

## Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed for adults does not exceed 17½s. per week of 40 hours ..	56 0	32½	70 1	41	84 3	49½	94 1	55	107 9	63	123 7	72½	140 3	82

\* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

## OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	<i>£ s. d.</i>	
Strippers and bookers of cigar covering leaf (males) .. .. .	12 19 5	
Strippers and bookers of cigar covering leaf (females) .. .. .	9 9 0	
Strippers and bookers of cigar bunch wrapper leaf (females) .. .. .	8 18 6	
Cigar box makers (males) .. .. .	13 2 6	
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females) .. .. .	8 14 6	
Stripping fillers (males) .. .. .	12 15 0	
All others (males) .. .. .	12 15 0	
" " (females) 75 per cent. of the Basic Wage .. .. .	8 11 0	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 13 the following shall be substituted:—

(m) The weekly earnings of pieceworkers who work on piecework the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.		Males.	Females.
		Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>
Adults .. .. .		136 0	96 8
14 years of age .. .. .		28 0	31 5
15 " " .. .. .		30 10	39 2
16 " " .. .. .		37 8	47 4
17 " " .. .. .		47 7	52 9
18 " " .. .. .		59 5	60 3
19 " " .. .. .		77 6	69 3
20 " " .. .. .		98 4	78 7





# VICTORIA GOVERNMENT GAZETTE.

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**No. 979]**

**FRIDAY, NOVEMBER 21.**

**[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  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### LAUNDRY WORKERS BOARD.

Clause 2 of the Determination made on the 18th September, 1952, and in force as from the beginning of the first pay period to commence on or after the 2nd October, 1952, shall be replaced by the following clause:—

2.

Apprentices and Improvers.								Wages Per Week of 40 Hours.
<b>MALES.</b>							Percentage of Basic Wage.	<i>£. d.</i>
15 years of age or under	..	..	..	..	..	..	31	70 6
16 years of age	..	..	..	..	..	..	36	82 0
17 years of age	..	..	..	..	..	..	51	116 6
18 years of age	..	..	..	..	..	..	55	125 6
19 years of age	..	..	..	..	..	..	68	155 0
20 years of age	..	..	..	..	..	..	81	184 6
<b>FEMALES.</b>							Percentage of Female Basic Wage.	
15 years of age or under	..	..	..	..	..	..	39	66 6
16 years of age	..	..	..	..	..	..	44	75 0
17 years of age	..	..	..	..	..	..	55	94 0
18 years of age	..	..	..	..	..	..	62	106 0
19 years of age	..	..	..	..	..	..	69	118 0
20 years of age	..	..	..	..	..	..	74	126 6

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

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Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	s. d.	s. d.	s. d.
<b>MALES.</b>			
Laundry Workers .. .. .	245 0	3 0	248 0
<b>FEMALES.</b>			
Washers employed on washing machine or hydro extractor .. .. .	227 0	3 0	230 0
Glad ironers .. .. .	176 3	1 9	178 0
Hand washers .. .. .	176 3	1 9	178 0
Employees on treadle shirt or collar ironing machines .. .. .	176 3	1 9	178 0
Employees on treadle press machines .. .. .	176 3	1 9	178 0
Employees backing shirts off treadle shirt ironing machines .. .. .	176 3	1 9	178 0
Starched clothes ironers who completely iron any starched clothes articles by hand	176 3	1 9	178 0
Starchers by hand, or machine, or attending to collar or shirt starching	176 3	1 9	178 0
hydro extractor .. .. .	176 3	1 9	178 0
Employees engaged on heated flat work machines, i.e., shaking out,	176 3	1 9	178 0
feeding into or taking from .. .. .	176 3	1 9	178 0
Employees on automatic air-driven presses .. .. .	176 3	1 9	178 0
All others .. .. .	169 6	1 6	171 0

\* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 980]

FRIDAY, NOVEMBER 21.

[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.

### FIBROUS PLASTERERS BOARD.

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

#### PART I.

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

#### 1.

#### WAGES.

\* Apprentices and Improvers.

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

#### PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 30s. 9d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 30s. 9d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 30s. 9d. per week.

\* Except those covered by the Apprenticeship Commission.

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

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

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

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

No. 980.—10506/52.—PRICE 3d.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	202 6	11 3	6 0	309 9
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings .. .. .				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base .. .. .				
All others .. .. .	251 5	9 8	3 0	264 1

## PART II.

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

## 1.

## WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant } .. .. .	£14 7s. (including 6s. shift allowance).
Former attendant } .. .. .	
Former assistant } .. .. .	
Cut off attendant } .. .. .	
Dryer attendant .. .. .	£14 2s. (including 6s. shift allowance).
All others .. .. .	£13 12s. (including 6s. shift allowance).

The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.

All others whose contract of employment covers day work only .. £13 6s.

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



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FRIDAY, NOVEMBER 21.

[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.

### FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 375 of the 16th May, 1952, shall be replaced by the following clause:—

#### WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	84 6	49	84 0	
16 to 17 years of age ..	45	102 6	60	102 6	
17 to 18 years of age ..	55	125 6	66	113 0	
18 to 19 years of age ..	73	166 6	95	162 6	
19 to 20 years of age ..	93	212 0	98	167 6	
20 to 21 years of age ..	100 + 11s.	239 0	100 + 10s.	181 0	
* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.					
<i>Proportion (in any Place).</i>					
One improver to every two or fraction of two workers receiving not less than the minimum wage.					
<i>Males.</i>					
Packers, graders or sizers of fruit by hand					264 0
Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) ..					264 0
Persons bringing fruit from and putting fruit into cool-store chambers ..					259 0
Case ladders and nailers—machine ..					250 0
Case ladders and nailers—hand ..					250 0
Case wirens ..					259 0
Persons stacking and unstacking cases of fruit, but not in cool chambers ..					254 0
Persons feeding grading, washing, or sizing machines ..					254 0
Empty case hands or case yardsmen ..					254 0
Case labellers or persons engaged in branding and marking cases ..					254 0
Persons loading or unloading any merchandise or material connected with the fruit packing industry ..					254 0
Persons sweeping up and removing debris in or around a packing shed ..					254 0
All others ..					241 0
<i>Females.</i>					
Packers, graders or sizers of fruit by hand ..					263 0
Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia ..					190 6
All others ..					185 3

NOTE.—The Board determines that no person shall be employed as an apprentice.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 16s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

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FRIDAY, NOVEMBER 21.

[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.

## GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 658 of the 21st June, 1951, shall be replaced by the following clause:—

2.

ADULT MALE

	Per Week.
	£ s. d.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores .. .. .	12 13 6
2. Men working raw materials cutting machine .. .. .	12 14 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant .. .. .	12 19 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants .. .. .	12 13 6
5. Men working at lime pits .. .. .	12 19 6
6. Men in charge of and actually operating dollies .. .. .	13 3 6
7. Men assisting in dolly shed .. .. .	12 14 6
8. Men in charge of and actually working at boiling pans .. .. .	12 19 6
9. Men assisting in boiling shed .. .. .	12 13 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats, and coolers .. .. .	13 3 6
11. Men assisting (including emptying collars) .. .. .	12 13 6
12. Men operating gelatine and/or glue cutters .. .. .	12 17 6
13. Men assisting .. .. .	12 13 6
14. Men in charge of and actually operating Cube Drying Plant .. .. .	13 1 6
15. Men assisting .. .. .	12 13 6
16. Men working at other drying plants .. .. .	12 13 6
17. Men engaged at gelatine and/or glue grinding .. .. .	12 14 6
18. Men engaged in treating frames .. .. .	12 13 6
19. Men engaged in assembling and repairing frames .. .. .	12 13 6
20. Blenders—Gelatine and/or glue .. .. .	12 19 6
21. Gelatine and/or glue store hands .. .. .	12 14 6
22. Men in charge of and actually working at scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones .. .. .	12 19 6
23. Men assisting .. .. .	12 13 6
24. Men working in roller driers and associated grinders .. .. .	12 14 6
25. Men in charge of and actually working at vegetable and prepared glue vats .. .. .	12 19 6
26. Men assisting and store hands including calves feet jelly .. .. .	12 14 6
27. Men operating residue driers .. .. .	13 1 6
28. Men crushing and/or bagging dried residues .. .. .	12 14 6
29. Men receiving and passing on bones .. .. .	12 19 6
30. Men actually operating de-greasing plant .. .. .	13 3 6
31. Men assisting at de-greasing plant and bone polishing .. .. .	12 14 6
32. Men engaged in washing and neutralizing vats .. .. .	12 17 6
33. Men engaged in crushing bone residues .. .. .	12 14 6
34. Men in charge of and actually operating pearl plant .. .. .	13 1 6
35. Men assisting .. .. .	12 13 6
36. Men assisting in laboratory work .. .. .	12 17 6
37. Men not elsewhere included .. .. .	11 17 6
38. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work .. .. .	..
39. Men engaged skimming settling pits, shall be paid at the rate of 6d. per hour in addition to their ordinary overtime rate whilst engaged on such work .. .. .	..
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work .. .. .	..

ADULT MALES—*continued.*

	Per Week.
<i>Agar Agar.</i>	£ s. d.
1. Men in charge of and actually washing raw materials and seaweed .. .. .	12 19 6
2. Men assisting .. .. .	12 13 6
3. Men in charge of and actually working at boiling vats .. .. .	12 19 6
4. Men assisting in boiling shed .. .. .	12 13 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers .. .. .	13 3 6
6. Men assisting including emptying coolers .. .. .	12 13 6
7. Men operating agar agar cutters .. .. .	12 17 6
8. Men assisting .. .. .	12 13 6
9. Men engaged at agar agar freezing plant .. .. .	12 17 6
10. Men engaged sawing frozen agar agar .. .. .	12 14 6
11. Men working at Infra-red drying plant .. .. .	13 3 6
12. Men working at other drying plants .. .. .	12 13 6
13. Men engaged at spreading and stripping agar agar .. .. .	12 13 6
14. Men engaged at agar agar grinding, and milling, store hands .. .. .	12 14 6
15. Men not elsewhere included .. .. .	11 17 6
16. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work .. .. .	..
<i>ADULT FEMALES.</i>	
Adult female employees—	
after three month's experience in the industry .. .. .	9 4 0
of less than three months but more than one month's experience in the industry .. .. .	8 18 0
of less than one month's employment in the industry .. .. .	8 10 6
<i>JUNIORS.</i>	
<i>Males.</i>	
Under 16 years of age .. .. .	4 15 0
16 and under 17 years of age .. .. .	5 18 6
17 and under 18 years of age .. .. .	7 2 6
18 and under 19 years of age .. .. .	8 6 0
19 and under 20 years of age .. .. .	9 10 0
20 and under 21 years of age .. .. .	10 13 6
<i>Females.</i>	
Under 16 years of age .. .. .	4 0 0
16 and under 17 years of age .. .. .	5 2 3
17 and under 18 years of age .. .. .	6 0 3
18 and under 19 years of age .. .. .	6 13 6
19 and under 20 years of age .. .. .	7 11 3
20 and under 21 years of age .. .. .	8 4 9

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2.

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



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FRIDAY, NOVEMBER 21.

[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  
13th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

## HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1225 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.  
*Apprentices or Improvers.*

Experience.	Males.	Females.	Female Improvers 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 weekly wage or piece-work price.

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

## PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

## 3.

## OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
	£ s. d.
<i>Journeymen.</i>	
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	14 5 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	14 0 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	13 12 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	13 12 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	14 6 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	13 12 0
Pressers, namely, males employed pressing any article of headwear ..	13 12 0
Machinists, namely, males employed machining any parts of articles of headwear ..	13 15 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.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear ..	10 9 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	9 19 0
Pressers, namely, females employed pressing any article of headwear ..	9 11 0
Machinists, namely, females employed machining any part of articles of headwear ..	9 14 0
Milliners, tablehands, adornment workers, or finishers ..	9 14 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	10 9 0
Hand sewers of buttons, hooks and eyes, press studs ..	9 2 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 task work or overtime, holiday, or other penalty rates.

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

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





# VICTORIA GOVERNMENT GAZETTE.

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**No. 984]**

**FRIDAY, NOVEMBER 21.**

**[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  
13th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

## HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 3 of the 7th January, 1952, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Secretary.</i>											
Where the adjusted bed capacity is—											
under	25	..	..	..	..	..	..	..	..	16 2 6	13 15 3
25 to	35	..	..	..	..	..	..	..	..	16 8 0	13 19 9
36	45	..	..	..	..	..	..	..	..	16 16 3	14 6 3
46	55	..	..	..	..	..	..	..	..	17 4 6	14 12 9
56	65	..	..	..	..	..	..	..	..	17 15 6	15 1 9
66	75	..	..	..	..	..	..	..	..	18 6 6	15 10 6
76	85	..	..	..	..	..	..	..	..	18 17 6	15 12 6
86	95	..	..	..	..	..	..	..	..	19 11 3	15 18 0
96	105	..	..	..	..	..	..	..	..	20 10 6	16 12 6
106	125	..	..	..	..	..	..	..	..	21 9 9	17 6 9
126	150	..	..	..	..	..	..	..	..	22 9 0	18 1 3
151	175	..	..	..	..	..	..	..	..	23 8 3	18 15 9
176	200	..	..	..	..	..	..	..	..	24 7 6	19 10 3
201	250	..	..	..	..	..	..	..	..	25 6 9	20 4 6
251	300	..	..	..	..	..	..	..	..	26 6 0	20 19 0
301	350	..	..	..	..	..	..	..	..	27 5 3	21 13 6
351	400	..	..	..	..	..	..	..	..	28 4 6	22 8 0
401	450	..	..	..	..	..	..	..	..	29 6 6	23 4 6
451	500	..	..	..	..	..	..	..	..	30 8 6	24 1 0
501	550	..	..	..	..	..	..	..	..	31 10 6	24 17 6
551	600	..	..	..	..	..	..	..	..	32 12 6	25 14 0
601	650	..	..	..	..	..	..	..	..	33 14 6	26 10 6
651	700	..	..	..	..	..	..	..	..	34 16 6	27 7 0
701	750	..	..	..	..	..	..	..	..	35 18 6	28 3 6

## WAGES PER WEEK.

	Males.	Females.
<i>Assistant Secretary.</i>		
	£ s. d.	£ s. d.
Where the adjusted bed capacity is—		
under 150 .. .. .	17 15 6	14 11 3
151 „ 175 .. .. .	18 1 0	14 15 3
176 „ 200 .. .. .	18 6 6	14 19 6
201 „ 250 .. .. .	18 17 6	15 7 9
251 „ 300 .. .. .	19 8 6	15 16 0
301 „ 350 .. .. .	19 19 6	16 4 3
351 „ 400 .. .. .	20 10 6	16 12 6
401 „ 450 .. .. .	21 1 6	17 0 9
451 „ 500 .. .. .	21 12 6	17 9 0
501 „ 550 .. .. .	22 3 6	17 17 3
551 „ 600 .. .. .	22 14 6	18 5 6
601 „ 650 .. .. .	23 5 6	18 13 9
651 „ 700 .. .. .	23 16 6	19 2 0
701 „ 750 .. .. .	24 7 6	19 10 3
<i>Accountant.</i>		
Where the adjusted bed capacity is—		
under 95 .. .. .	16 2 6	13 6 6
96 „ 105 .. .. .	16 8 0	13 10 6
106 „ 125 .. .. .	16 13 6	13 14 9
126 „ 150 .. .. .	16 19 0	13 18 9
151 „ 175 .. .. .	17 4 6	14 3 0
176 „ 200 .. .. .	17 10 0	14 7 0
201 „ 250 .. .. .	17 15 6	14 11 3
251 „ 300 .. .. .	18 6 6	14 19 6
301 „ 350 .. .. .	18 17 6	15 7 9
351 „ 400 .. .. .	19 8 6	15 16 0
401 „ 450 .. .. .	19 19 6	16 4 3
451 „ 500 .. .. .	20 10 6	16 12 6
501 „ 550 .. .. .	21 1 6	17 0 9
551 „ 600 .. .. .	21 12 6	17 9 0
601 „ 650 .. .. .	22 3 6	17 17 3
651 „ 700 .. .. .	22 14 6	18 5 6
701 „ 750 .. .. .	23 5 6	18 13 9
<i>Chief Clerk.</i>		
Where the adjusted bed capacity is—		
under 105 .. .. .	13 18 6	11 13 6
106 to 175 .. .. .	14 9 6	12 1 9
176 „ 250 .. .. .	14 15 0	12 5 9
251 „ 350 .. .. .	15 0 6	12 10 0
351 „ 400 .. .. .	15 6 0	12 14 0
401 „ 450 .. .. .	15 11 6	12 18 3
451 „ 500 .. .. .	15 17 0	13 2 3
501 „ 550 .. .. .	16 2 6	13 6 6
551 „ 600 .. .. .	16 8 0	13 10 6
601 „ 650 .. .. .	16 13 6	13 14 9
651 „ 700 .. .. .	17 2 0	13 18 9
701 „ 750 .. .. .	17 4 6	14 3 0

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