



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 120]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

## HOSPITAL NURSES BOARD.

Clause 1 of Part I, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4 of the Determination published in *Government Gazette* No. 977 of the 21st November, 1952, shall be replaced by the following clauses:—

### 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. 4d. per week for male nurses and 48s. 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 10 0	1st year ..	..	..	..	..	..	5 10 0
2nd year ..	6 3 6	2nd year ..	..	..	..	..	..	5 17 6
and thereafter	..	and thereafter	..	..	..	..	..	6 10 6

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 14s. per week.

#### Males.

						Per Week.
						£ s. d.
1st year ..	..	..	..	..	..	6 17 0
2nd year ..	..	..	..	..	..	8 0 6
and thereafter	..	..	..	..	..	9 2 6

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £12 8s. 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. 6d. per week if under the age of 21 years and £12 8s. 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.

OTHER EMPLOYEES.

Matrons.

(i) Subject to sub-clause (ii) hereof the wages payable to 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.
Under 10 beds .. .. .	14 6 6
From 10 to 19 beds .. .. .	14 11 6
"    20 " 39 " .. .. .	14 16 6
"    40 " 65 " .. .. .	15 4 0
"    66 " 100 " .. .. .	15 14 0
"    101 " 150 " .. .. .	16 4 0
"    151 " 200 " .. .. .	16 14 0
"    201 " 250 " .. .. .	17 4 0
"    251 " 300 " .. .. .	17 14 0
Over 300 beds .. .. .	18 4 0

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 16s. 6d. 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 14 0
From 101 to 200 beds .. .. .	15 4 0
"    201 " 300 " .. .. .	15 14 0
"    301 " 450 " .. .. .	16 4 0
Over 450 beds .. .. .	16 14 0

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 4 0
"    151 " 200 " .. .. .	14 14 0
"    201 " 250 " .. .. .	15 4 0
Over 250 beds .. .. .	15 14 0

(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 19 0
"    301 " 450 " .. .. .	14 4 0
Over 450 beds .. .. .	14 9 0

Home Sisters and Certificated Midwifery Nurses.

	Per Week.
	£ s. d.
Home Sister .. .. .	12 19 0
Certificated Midwifery Nurses .. .. .	10 11 0

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.	COLUMN B.	COLUMN C.	COLUMN D.
	During the First Year.	During the Second Year.	During the Third Year.	Thereafter.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing .. .. .	13 9 0	13 14 0	13 19 0	14 4 0
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing .. .. .	12 9 0	12 14 0	12 19 0	13 4 0
Senior Tutor Sister (which includes a Tutor Sister where only one is employed) .. .. .	13 9 0	13 14 0	13 19 0	14 4 0
Tutor Sisters other than senior tutor sister .. .. .	12 4 0	12 9 0	12 14 0	12 10 0
Night Sister in charge of 20 beds or more .. .. .	12 9 0	12 14 0	12 19 0	13 4 0
Other Night Sister in charge .. .. .	12 4 0	12 9 0	12 14 0	12 19 0
X-ray Sister who is a registered technician .. .. .	12 9 0	12 14 0	12 19 0	13 4 0
Sisters .. .. .	12 4 0	12 9 0	12 14 0	12 19 0
Staff Nurses .. .. .	10 14 0	11 4 0	11 9 0	11 14 0
<i>Males.</i>				
Male Nurses .. .. .	14 1 0	14 11 0	15 2 0	15 7 0

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 48s. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister .. .. .	13 18 6

**SECTION II.**

**WAGES.**

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 48s. 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 8 6
Sister—	
During the first year's service at the Institution .. .. .	12 9 0
During the second year's service at the Institution .. .. .	12 14 0
Thereafter at such Institution .. .. .	12 19 0

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 18 6
Sister—	
During the first year's service at the Institution .. .. .	12 9 0
During the second year's service at the Institution .. .. .	12 14 0
Thereafter at such Institution .. .. .	12 19 0

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 4 6
Sister .. .. .	12 9 0

**PART 3.**

**NOTE.—This part applies to—**

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

	Per Week.
	£ s. d.
During the first year's service .. .. .	11 19 0
During the second year's service .. .. .	12 4 0
Thereafter .. .. .	12 9 0

**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 9 0
During the second year's service .. .. .	12 14 0
Thereafter .. .. .	12 19 0
Other nurse :—	
During the first year's service .. .. .	12 4 0
During the second year's service .. .. .	12 9 0
Thereafter .. .. .	12 14 0

**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 48s. 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 4 0
During the second year .. .. .	12 9 0
Thereafter .. .. .	12 14 0

Clauses, other than clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4, of the said Determination shall remain in force.





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No. 121]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 576 of the 31st July, 1952, shall be replaced by the following clause:—

#### \*IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	s. d.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
1st year .. .. .	s. d. 83 6	s. d. 68 6	s. d. 75 6	s. d. 80 0	1st year .. .. .	70 6
2nd year .. .. .	91 6	91 6	107 6	130 6	2nd year .. .. .	82 6
3rd year .. .. .	107 6	117 0	153 6	176 6	3rd year .. .. .	106 6
4th year—					4th year .. .. .	132 0
1st six months .. .. .	144 6	160 6	181 0	224 6	5th year and until 21 years of age	163 0
2nd six months .. .. .	144 6	160 6	224 6	226 6		
5th year—						
1st six months .. .. .	192 6	201 6	245 6	251 6		
2nd six months .. .. .	192 6	242 0	245 6	251 6		
6th year and until 21 years of age	245 6	251 6	..	..		

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

\* The Board has determined that no person shall be employed as an apprentice.

#### OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.
<i>Males.</i>		
With less than three years' experience in a solicitor's office—		
1st year's experience .. .. .	13 1 0	12 18 0
2nd year's experience .. .. .	13 6 0	13 3 0
3rd year's experience .. .. .	13 11 0	13 8 0
All others .. .. .	13 13 6	13 10 6
<i>Females.</i>		
All adults .. .. .	10 4 6	10 1 6

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

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By Authority: W. M. HOUSTON, Government Printer, Melbourne.





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Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 832 of the 17th October, 1952, shall be replaced by the following clause:—

2.

WAGES.

Apprentices.			Improvers.		
	Males. Per Week.	Females. Per Week.		Males. Per Week.	Females. Per Week.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	66 6	55 0	Under 16 years of age ..	66 6	55 0
2nd year .. .. .	80 0	67 0	16 years of age .. .. .	80 0	67 0
3rd year .. .. .	110 0	77 0	17 years of age .. .. .	110 0	77 0
4th year .. .. .	149 0	89 0	18 years of age .. .. .	149 0	89 0
5th year .. .. .	185 6	110 0	19 years of age .. .. .	185 6	110 0
			20 years of age .. .. .	229 0	135 6

NUMBER (in any place).

*Apprentices.*

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

*Male Improvers.*

One male improver to every three or fraction of three male workers receiving 262s. per week.

*Female Improvers.*

One female improver to every two or fraction of two female workers receiving 182s. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.		Wages Per Week of 40 Hours.
<i>Males.</i>		
<i>(a) Employees in Warehouses.</i>		<i>s. d.</i>
Foreman of any Department in which six or more workers are employed	.. .. .	293 0
Foreman of any Department in which three to five workers are employed	.. .. .	284 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	.. .. .	282 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	.. .. .	275 0
Drug Department employee who is required only to weigh and/or measure under supervision	.. .. .	269 0
Salesman in any Department under supervision	.. .. .	266 6
All others	.. .. .	262 0
<i>(b) Employees (other than in Warehouses).</i>		
<i>(i) In Alkaloid Extraction Department.</i>		
Foreman in charge of one or more persons	.. .. .	295 0
First assistant	.. .. .	277 0
Second assistant	.. .. .	271 0
<i>(ii) In Alkaloid Refining Department.</i>		
Person in charge of refining operations and records	.. .. .	285 0
Refinery operator purifying alkaloids	.. .. .	277 0
Refinery operator (other)	.. .. .	271 0
<i>(iii) In Other Places.</i>		
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	.. .. .	293 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	.. .. .	284 0
First Assistant where five or more workers are employed	.. .. .	276 0
Ether stillman	.. .. .	274 0
Assistant including operators of machines engaged in any of the following processes under supervision:—		
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	.. .. .	269 0
(b) Granulating	.. .. .	
(c) Pill and Tablet Coating	.. .. .	
All others	.. .. .	262 0
<i>Females.</i>		
<i>Alkaloid Refinery Department.</i>		
Person in charge of refining operations and records	.. .. .	235 6
Person filling and wrapping	.. .. .	205 0
<i>Other Places.</i>		
Forewoman in charge of one to five workers	.. .. .	200 6
Forewoman in charge of six or more workers	.. .. .	205 3
Other adults	.. .. .	182 0

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 123]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### SLATERS AND TILERS BOARD.

Clauses 2 and 19 of the Determination published in *Government Gazette* No. 508 of the 20th June, 1952, shall be replaced by the following clauses:—

Apprentices.			Improvers.			Other Employees.		
—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.	—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.	—	Per Hour. s. d.	Per Week of 40 Hours. s. d.
1st year ..	50	114 6	1st year ..	50	114 6	Slaters or Tilers ..	7 10½	315 0
2nd year ..	60	137 6	2nd year ..	60	137 6			
3rd year ..	90	206 0	3rd year ..	90	206 0			
4th year ..	100 + 32s.	261 0	4th year ..	100 + 32s.	261 0			
PROPORTION (by any employer). Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 315s. per week. An amended indenture of apprenticeship has been prescribed by the Board.			PROPORTION (by any employer). One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 315s. per week.			Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. 6d. per day or portion of a day in addition to the rates set out above.		

NOTE.—No person under the age of 16 years shall be employed as an apprentice or improver.

#### PIECEWORK PRICES.

19. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Slating, 20" x 10", and larger .. ..	37s. per 100 square feet, slater's measurement. (including 1s. 4d. as payment for two weeks' annual holidays.)
Slating, under 20" x 10" .. ..	8d. per 100 square feet, slater's measurement, more for every size smaller.
Terra Cotta or Cement Tiling .. ..	Ridging extra. £1 4s. 2d. per 100 square feet, tiler's measurement. (including 8d. as payment for two weeks' annual holidays.)
Sarking or Undercovering .. ..	Ridging extra. 5s. per 100 square feet, tiler's measurement, with 1s. extra per 100 square feet where tiles are wired.
For buildings of more than one story .. ..	8d. per 10 square feet, tiler's measurement, extra for each story after the first.
Fixing Terra Cotta Ridging .. ..	5d. per foot.
Fixing Cement Ridging .. ..	6d. per foot.
For buildings of more than one story .. ..	1d. per foot extra for each story after the first.
Mitring on slate roofs .. ..	Nailed, 1s. 4d. per foot, screwed, 1s. 8d. per foot.

1s. per square extra shall be paid for work done on roofs where double batten is used.

The following additional amounts on all above prices shall be payable:—

- For work done on roofs of a pitch over 35° and up to 40°—10 per cent.
- For work done on roofs of a pitch over 40° and up to 45°—33½ per cent.
- For work done on roofs of a pitch over 45°—50 per cent.

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

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Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby made and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY. H. BEERS,  
Secretary for Labour.

### SOFTGOODS—WHOLESALE—BOARD.

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

2.

Apprentices or Improvers.							Other Employees.	
Wages per Week of 40 Hours.							Wages per Week of 40 Hours.	
Experience.	Commencing Age.						s. d.	s. d.
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<b>Males.</b>							<b>Males.</b>	
1st year ..	80 0	80 0	107 6	121 6	162 6	232 6	292 0	
2nd " ..	107 6	121 6	135 0	181 0	232 6	..	281 0	
3rd " ..	130 6	151 0	197 0	232 6	..	..	..	
4th " ..	158 0	201 6	232 6	..	..	..	..	
5th " ..	190 0	232 6	..	..	..	..	..	
6th " ..	232 6	..	..	..	..	..	..	
<b>Females.</b>							<b>Females.</b>	
1st year ..	60 0	60 0	80 6	91 0	122 0	175 0	219 0	
2nd " ..	80 6	91 0	101 0	135 6	175 0	..	210 9	
3rd " ..	98 0	115 0	147 6	175 0	..	..	..	
4th " ..	116 6	151 0	175 0	..	..	..	..	
5th " ..	142 6	175 0	..	..	..	..	..	
6th " ..	175 0	..	..	..	..	..	..	
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices.</i> One apprentice to three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to each worker receiving not less than the minimum wage.</p>							<p>Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department .. .. .</p> <p>Salesmen and all employees assisting in sales .. .. .</p> <p>Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—</p> <p>Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department .. .. .</p> <p>Other saleswomen .. .. .</p> <p>Females employed in any other Departments—</p> <p>Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department .. .. .</p> <p>Other saleswomen .. .. .</p>	

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.





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No. 125]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 376 of the 5th April, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Apprentices.			Other Employees.		
	Percentage of Basic Wage.	Per Week of 40 Hours.	Per Hour.	Per Week of 40 Hours.	
		<i>s. d.</i>	<i>s. d.</i>	£	<i>s. d.</i>
1st year ..	27	62 0	Adults	7 10½	15 15 0
2nd „ ..	41	94 0			
3rd „ ..	56	128 0			
4th „ ..	76	174 0			
5th „ ..	95	217 6			

PROPORTION (WITHIN ANY PLACE).  
One apprentice to every three or fraction of three workers receiving not less than £15 15s. per week of 40 hours.  
An indenture of apprenticeship has been prescribed by the Board.

PIECEWORK PRICES.

20. That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

*Floor and Verandah Tiling.*

Each area under 1 square yard .. .. .	17s. 5d. per area
Under 3 square yards .. .. .	23s. 2d. per square yard
3 square yards or over .. .. .	20s. 2d. per square yard
Loose moravian .. .. .	33s. 5d. per square yard
Steps of marble, slate, or material other than tiles with the risers .. .. .	2s. 1d. per foot run respectively for each step fixed or rise tiled
Any step with nosing tread or riser tiles .. .. .	8s. 10d. per foot run

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than 1 inch from the finished surface.

*Wall Tiling.*

Wall tiling .. .. .	21s. 9d. per square yard
Kitchen stove recesses .. .. .	29s. 1d. per square yard
Splash tiling under 1 square yard to basin and/or bath .. .. .	29s. 1d. per room
Ceilings or offsets .. .. .	43s. 9d. per square yard
Liners, beads, coves, and capping .. .. .	5d. per foot run in addition to full overall measurements
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid .. .. .	8s. 10d. per fitting
Soap and toilets with mitre surrounds .. .. .	8s. 10d. each
Tiled recesses in walls up to 6 in. x 6 in. square .. .. .	17s. 5d. each
Sills and reveals which occur in isolated cases .. .. .	1s. 8d. per lineal foot in addition to overall measurements
Architraves and skirting .. .. .	1s. 8d. per lineal foot in addition to overall measurements
Cutting on the rake to staircase dados .. .. .	1s. 1d. per lineal foot

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling, also all walls of this nature to be painted where necessary.

*Open Joint Tiling.*

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged .. .. .	2s. 1d. per yard	} in addition to the rates fixed in this schedule for laying and fixing
(b) where joints are struck .. .. .	7s. 7d. per yard	

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.



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THURSDAY, MARCH 5.

[1953

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, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

BULK GRAIN WORKERS BOARD.

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

2.

WAGES.

(i) *Junior Employees.*

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

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years .. .. .	30	3 17 0
17 years .. .. .	40	5 3 0
18 years .. .. .	50	6 8 6
19 years .. .. .	70	9 0 0
20 years .. .. .	90	11 11 6

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

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

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment.
	per week.	per hour.
	£ s. d.	s. d.
<p style="text-align: center;"><i>Group 1.</i></p> <p>Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing .. .. .</p>	12 17 0	7 0 <sup>4</sup> / <sub>16</sub> .
<p style="text-align: center;"><i>Group 2.</i></p> <p>Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors .. .. .</p>	13 2 10	7 2 <sup>11</sup> / <sub>16</sub>
<p style="text-align: center;"><i>Group 3.</i></p> <p>Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship .. .. .</p>	13 8 8	7 4 <sup>13</sup> / <sub>20</sub>

(iii) *Leading Hand.*

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

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





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[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

**CEMENT BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 661 of the 21st June, 1951, shall be replaced by the following clause:—

2.

**APPRENTICES AND IMPROVERS.**

	(a) CEMENT WORKS.			
	Wages per Week.			
	Percentage of Basic Wage.	Adjustable Rate.	Plus Wear Loading (Non-adjustable).	Total Wage.
	%	s. d.	s. d.	s. d.
Under 16 years of age .. .. .	43	98 6	2 0	100 6
Under 17 years of age .. .. .	53	121 6	2 9	124 3
Under 18 years of age .. .. .	61	139 6	3 3	142 9
Under 19 years of age .. .. .	74	169 6	4 0	173 6
Under 20 years of age .. .. .	84	192 6	4 3	196 9
Under 21 years of age .. .. .	95	217 6	5 0	222 6

**QUARRY.**

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

*Apprentices.*

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

*Improvers.*

One improver to every five or fraction of five workers receiving not less than the minimum wage





VICTORIA

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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

## CORDAGE BOARD.

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

## JUNIORS.

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

Age.	Males.		Females.	
	£	s. d.	£	s. d.
Under 16 years of age	4	3 3	4	4 6
16 years of age	4	16 6	4	15 3
16½ years of age	5	4 9	5	3 6
17 years of age	5	15 6	5	15 6
17½ years of age	6	6 3	6	6 3
18 years of age	6	18 0	6	15 9
18½ years of age	7	14 9	7	6 3
19 years of age	8	6 6	7	18 0
19½ years of age	9	10 6	8	0 9
20 years of age	10	2 3	8	6 6
20½ years of age	11	6 0	8	12 6

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

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

## PROPORTION OF JUNIOR EMPLOYEES.

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

OTHER EMPLOYEES.

(b)

		Wages per Week.
		£ s. d.
<i>Males.</i>		
First rope layer on heavy type 12-strand machine .. .. .		13 5 0
Rope layer on heavy type 9-strand machine .. .. .		13 0 0
Foreman in charge of spinning and preparing departments .. .. .		13 1 0
Other rope layers in walk with travellers .. .. .		12 16 0
Rope splicer on driving ropes and springs .. .. .		12 15 0
Storeman in charge .. .. .		12 13 0
Packer working press (hand or power) pressing over 28 lb. in weight .. .. .		12 11 0
Rope house machinist making 2 inch up to and including 4 inch .. .. .		12 11 0
Rope house machinist making over 4 inch .. .. .		12 14 0
Power reeler or finisher in connexion with heavy type 12-strand machine .. .. .		12 11 0
Feeder or first spreader .. .. .		12 9 0
Traveller driver on heavy type 12-strand machine .. .. .		12 9 0
Damp mixer or batcher .. .. .		12 8 0
Feeder of softeners or batchers .. .. .		12 8 0
Rope and binder twine packer .. .. .		12 8 0
Winder and warper in tarring department .. .. .		12 9 0
Winding oiling and tarring yarn .. .. .		12 9 0
Oiler and/or belt repairer .. .. .		12 9 0
Maker of rope fenders .. .. .		12 9 0
Maker of pig nets .. .. .		12 8 0
Maker of camouflage nets .. .. .		12 6 0
Power reeler or finisher in walk .. .. .		12 8 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) .. .. .		12 6 0
Layer of lines or cords in walk .. .. .		12 12 0
Twister or layer of yarn in walk .. .. .		12 8 0
Opening Manila hemp .. .. .		12 6 0
Scutcher .. .. .		12 6 0
Lumping, loading, or unloading hemp, flax, or twine in store or factory .. .. .		12 6 0
Feeder of tow breaker card .. .. .		12 6 0
Lumping hemp flax or binder twine on wharf .. .. .		12 9 0
Tacking and balling shop twine .. .. .		12 8 0
Mat finisher .. .. .		12 8 0
Maker of fishing lines .. .. .		12 8 0
Hand reelers .. .. .		12 6 0
Matting weavers .. .. .		12 8 0
Drivers of motor waggons with capacity not exceeding 25 cwt. .. .. .		12 13 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons .. .. .		12 18 0
Drivers of motor waggons with capacity exceeding 3 tons .. .. .		13 1 0
Employees pinning hackles, gills, and card staves .. .. .		12 6 0
Dye house and flax boiling department operatives .. .. .		12 6 0
All other machine operators or employees feeding or taking from machines .. .. .		12 6 0
All others .. .. .		12 3 0
<i>Females.</i>		
Balling binder twine .. .. .		9 6 9
Balling lashing .. .. .		9 6 9
Bagging binder twine .. .. .		9 5 9
Feeding breaker card with clock .. .. .		9 6 9
Feeding spreaders .. .. .		9 5 9
Feeding finisher cards (hemp) .. .. .		9 5 9
Spinning .. .. .		9 11 9
Wet spinning .. .. .		9 12 9
Ring frame operative .. .. .		9 6 9
All other machine operators or employees feeding or taking from machines .. .. .		9 5 9
All others .. .. .		9 2 9

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



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[1953

## Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### JAM TRADE BOARD.

Clauses 2, 3 and 28 of the Determination published in *Government Gazette* No. 22 of the 18th January, 1952, shall be replaced by the following clauses:—

#### ADULT EMPLOYEES.

2.

#### (a) Males—Weekly Hands.

	Wages Per Week.	
	£	s. d.
GENERAL PRODUCTION SECTION.		
Foreman (first jam maker) .. .. .	14	5 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	13	13 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	13	15 0
Fruit preserver (as defined) .. .. .	13	15 0
Assistant fruit preserver .. .. .	13	5 0
Fruit crystalizer .. .. .	13	10 0
Candy peel-maker in charge .. .. .	13	10 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine .. .. .	13	2 0
Leading hand, bottle department .. .. .	13	5 0
Leading hand, pulp department .. .. .	13	5 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables .. .. .	13	5 0
Operator of apple-peeling machine .. .. .	13	2 0
Operator of labelling machine labelling canned goods .. .. .	13	2 0
Operator of fruit or vegetable lye machine .. .. .	13	2 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	13	2 0
Operator of sauce-labelling machine .. .. .	13	2 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	13	1 0
Employee in fruit crystallizing department, (other than fruit crystalizer) .. .. .	13	1 0
Employee engaged peeling melons .. .. .	13	0 0
Employees operating can-closing machine .. .. .	12	2 0
Employee engaged feeding into and/or taking from laquer machine .. .. .	12	18 0
Employee feeding into and/or taking from bottle-washing machine .. .. .	13	2 0
Employee engaged in bottle-washing department .. .. .	12	18 0
Retort hand .. .. .	12	18 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	12	18 0
Man in charge of and operating retorts .. .. .	13	5 0
Employee operating jam-filling machine .. .. .	13	2 0
Employee operating sauce-filling machine .. .. .	13	2 0
Employee operating bottle-capping or bottle-closing machine .. .. .	13	2 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	12	18 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	12	15 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	12	18 0

ADULT EMPLOYEES.  
(a) Males—Weekly Hands—continued.

		Wages Per Week.
		£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION		
Leading hand .. .. .		13 13 0
Man in charge of prunes or tree fruits .. .. .		13 8 0
Man in charge of dehydrator .. .. .		13 6 0
Man in charge of steam retorts on drying ovens .. .. .		13 5 0
Man working in or in connexion with drier, kiln or sulphur box .. .. .		13 2 0
All others working in dehydration tunnel .. .. .		13 2 0
Operator of blancher which included spray washing .. .. .		13 0 0
Unloader of trays from blancher .. .. .		12 15 0
General hands .. .. .		12 13 0
STORING SECTION.		
Foreman packer in charge of despatch and packing department .. .. .		14 0 0
Foreman packer's assistant .. .. .		13 8 0
Storeman and packer (as defined) .. .. .		13 2 0
MISCELLANEOUS SECTION.		
Man working in connexion with freezing chambers .. .. .		13 12 0
Man working in connexion with cooling chambers .. .. .		13 2 0
Tapper .. .. .		13 2 0
Driver of power-driven factory truck .. .. .		13 1 0
General hands, i.e., persons not otherwise classified .. .. .		12 13 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control		

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore continued, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

		Wages Per Week.
		£ s. d.
Head forewoman .. .. .		10 16 9
Forewoman's assistant .. .. .		10 6 9
Head woman supervisor .. .. .		10 3 9
Supervisor (as defined) .. .. .		10 1 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine .. .. .		10 1 9
Employees engaged in—		
(i) clipping piecework tickets .. .. .	}	
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines .. .. .		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .		
(iv) operating can-closing machine .. .. .		
(v) packing clear mixed pickles into glass containers .. .. .		
(vi) pouring out or filling jam by hand .. .. .		
(vii) pouring out pulp by hand .. .. .		
(viii) stirring jam, sauce, or pulp .. .. .		
(ix) washing bags .. .. .		
(x) working at a fruit press .. .. .		
(xi) feeding into and/or taking from lacquer machine .. .. .		9 18 9
(xii) feeding into and/or taking from bottle-washing machine .. .. .		
(xiii) bottle-washing department .. .. .		
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .		
(xv) operator jam filling machine .. .. .		
(xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature .. .. .		
(xvii) operator bottle-capping or bottle-closing machine .. .. .		
(xviii) operator sauce-labelling machine .. .. .		
(xix) feeding peach-slicing machine .. .. .		
(xx) operator of apple-peeling machine .. .. .		
All other adult females, i.e., females 18 years of age or over .. .. .		9 9 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age .. .. .	45	5 5 0
17 years of age and under 18 years of age .. .. .	56	6 10 6
18 years of age and under 19 years of age .. .. .	67	7 16 0
19 years of age and under 20 years of age .. .. .	79	9 4 0
20 years of age and under 21 years of age .. .. .	95	11 1 6
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age .. .. .	83	7 5 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d. any fractions of 6d. in the result not exceeding 3d. to be disregarded

PIECEWORK RATES.

28. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		<i>s. d.</i>	<i>s. d.</i>
Apricots .. .. .	Cutting and stoning by hand .. .. .	1 11·807	2 7·742
Peaches .. .. .	Cutting and stoning unpeeled peaches 2½" and over by hand .. .. .	..	1 3·871
Peaches .. .. .	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. .. .	..	1 6·705
Peaches .. .. .	Cutting and stoning peaches under 2½" in diameter .. .. .	..	1 9·114
Peaches .. .. .	Trimming or specking per bucket .. .. .	..	0 3·968
Peaches .. .. .	Feeding into peach pitting machine—per thousand .. .. .	..	2 9·018
Pears (large and medium) .. .. .	Peeling, cutting and coring (not into water) .. .. .	..	3 3·637
Pears (small) .. .. .	Peeling, cutting and coring (not into water) .. .. .	..	3 7·646
Pears .. .. .	Feeding into pear preparation machine—per thousand .. .. .	..	2 10·577
Pears .. .. .	Trimming or specking—per bucket .. .. .	..	0 3·968
Quinces .. .. .	Peeling, cutting and coring by machines .. .. .	1 5·146	1 5·146
Quinces .. .. .	Peeling by hand (not topping or tailing) .. .. .	1 8·172	1 8·172
Quinces .. .. .	Peeling by hand and topping and tailing .. .. .	2 1·79	2 1·79
Quinces .. .. .	Cutting by hand .. .. .	1 5·146	1 5·146
Quinces .. .. .	Coring by hand (quarters) .. .. .	1 5·146	1 5·146
Quinces .. .. .	Coring by hand (halves) .. .. .	1 0·894	1 0·894
Quinces .. .. .	Sorting and picking over machine-cored slices (per bucket) .. .. .	0 5·951	0 5·951
Tomatoes .. .. .	Peeling (per bucket) by hand .. .. .	0 8·644	0 8·644

	Per tray of twelve cans—Open tops.
	<i>s. d.</i>
Apricots—grading or placing in No. 2½ cans—	
Halves .. .. .	0 4·251
Whole .. .. .	0 2·693
Peaches—grading and placing in No. 2½ cans .. .. .	0 2·268
Pears—grading and placing in No. 2½ cans .. .. .	0 2·834
Any other fruits or tomatoes—grading and placing in No. 2½ cans .. .. .	0 2·268
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray .. .. .	0 10·911
14-16 oz. cans, 24 tins per tray .. .. .	0 7·935
28-30 oz. cans, 15 tins per tray .. .. .	0 7·935
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles .. .. .	1 6·563
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles .. .. .	1 10·794
Pickles—Cutting up vegetables for mustard pickles by knife per cwt .. .. .	7 1·165
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt. .. .. .	5 8·114
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation .. .. .	21 3·356
Onions—when weighed after the operation .. .. .	28 4·38
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation .. .. .	17 0·2
Onions—per cwt. when weighed after the operation .. .. .	22 8·5

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—	<i>s. d.</i>	<i>s. d.</i>
Labelling with one label .. .. .	1 5·146	1 7·13
Wrapping .. .. .	0 7·086	0 7·086

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

Clauses, other than clauses 2, 3 and 28, of the said Determination shall remain in force.





VICTORIA  
GOVERNMENT GAZETTE.

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No. 130]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

KNITTING TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 727 of the 27th July, 1951, shall be replaced by the following clauses:—

JUNIORS.

2. (a)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hour
		£ s. d.			£ s. d.
Under 16 years of age	37	4 6 0	Under 16 years of age	49	4 5 6
16 years of age	43	5 0 0	At 16 years of age	54	4 14 0
16½ years of age	47	5 9 6	At 16½ years of age	60	5 4 6
17 years of age	51	5 19 0	At 17 years of age	66	5 15 0
17½ years of age	56	6 10 6	At 17½ years of age	73	6 7 6
18 years of age	67	7 16 0	At 18 years of age	78	6 16 0
18½ years of age	74	8 12 6	At 18½ years of age	84	7 6 6
19 years of age	80	9 6 6	At 19 years of age	89	7 15 6
19½ years of age	90	10 9 6	At 19½ years of age	96	8 7 6
20 years of age	95	11 1 6	At 20 years of age	100	8 14 6
20½ years of age	100	11 13 0			

(b) The total wage shall be calculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded.

(c) Changes in rates shall be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(d) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

*Proportion of Juniors.*

(e) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (a) ADULT MALES.

	Wages per Week of 40 Hours.
<i>Full-fashioned Hosiery.</i>	
Assistant foreman .. .. .	£ s. d. 14 8 0
Mechanic on full-fashioned machines .. .. .	14 3 0
Plierer .. .. .	13 14 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—	
1st year's experience .. .. .	13 14 0
Thereafter .. .. .	14 3 0
Welt turner and/or assistant operator on full-fashioned machines .. .. .	13 3 0
Topper .. .. .	12 16 0
<i>Circular Hosiery and Half-hose.</i>	
Assistant foreman .. .. .	13 18 0
Leading hand .. .. .	13 6 0
Mechanic .. .. .	13 14 0
Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter) .. .. .	13 2 0
<i>Underwear and Outerwear.</i>	
Assistant foreman .. .. .	13 18 0
Leading hand .. .. .	13 6 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines) .. .. .	13 14 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines) .. .. .	13 2 0
Electric machine cutter .. .. .	13 8 0
Hand cutter .. .. .	13 4 0
Layer-up .. .. .	12 16 0
Hand knitter on flat machines .. .. .	13 3 0
Warper and/or creeler .. .. .	13 2 0
<i>All Sections.</i>	
<i>Throwing and Winding—</i>	
Assistant foreman .. .. .	13 18 0
Leading hand .. .. .	13 6 0
Mechanic .. .. .	13 14 0
Yarn conditioning and/or yarn testing .. .. .	12 16 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler .. .. .	13 0 0
<i>Dye-house Bleach House and Scouring—</i>	
Assistant foreman .. .. .	13 18 0
Leading hand .. .. .	13 6 0
Man responsible for weighing dye-stuffs .. .. .	13 3 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant .. .. .	13 0 0
Man employed on unshrinkable process .. .. .	13 0 0
<i>Press Room—</i>	
Assistant foreman .. .. .	13 18 0
Leading hand .. .. .	13 6 0
Board and/or press hands (including pre-boarding) .. .. .	13 2 0
<i>Finishing—</i>	
Assistant foreman .. .. .	13 18 0
Leading hand .. .. .	13 6 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine) .. .. .	13 0 0
<i>General—</i>	
Sulphur house hand (for time engaged on sulphur house work) .. .. .	13 5 0
Recorder .. .. .	12 16 0
Yarn supplier and/or storeman .. .. .	12 16 0
Storeman and/or packer .. .. .	12 16 0
Trucker and/or wheeler .. .. .	12 16 0
Warehouseman .. .. .	12 16 0
Oiler and/or cleaner .. .. .	12 16 0
All other adult males in any section not elsewhere specified .. .. .	11 16 0

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

## ADULT FEMALES.

3. (b)

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Full-fashioned Hosiery.</i>			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0
Linker .. .. .	8 17 0	9 3 0	9 12 0
Seamer .. .. .	8 17 0	9 3 0	9 12 0
Clocker .. .. .	8 17 0	9 3 0	9 12 0
Mender .. .. .	8 17 0	9 3 0	9 12 0
Invisible mender .. .. .	8 17 0	9 3 0	9 12 0
Topper .. .. .	8 17 0	9 3 0	9 12 0
<i>Circular Hosiery and Half-hose.</i>			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0
Linker .. .. .	8 17 0	9 3 0	9 12 0
Seamer .. .. .	8 17 0	9 3 0	9 12 0
Welter and/or overlocker .. .. .	8 17 0	9 3 0	9 12 0
Mender .. .. .	8 17 0	9 3 0	9 9 0
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter)) .. .. .	8 17 0	9 3 0	9 9 0
Clocker .. .. .	8 17 0	9 3 0	9 12 0
Trimmer .. .. .	8 17 0	9 3 0	9 9 0
<i>Underwear and Outerwear.</i>			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0
Electric machine cutter .. .. .	8 17 0	9 15 0	10 10 0
Hand cutter .. .. .	8 17 0	9 12 0	10 7 0
Layer-up .. .. .	8 17 0	9 3 0	9 9 0
Trimmer .. .. .	8 17 0	9 3 0	9 9 0
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines) .. .. .	8 17 0	9 3 0	9 9 0
Hand knitter on flat machines .. .. .	8 17 0	9 3 0	9 12 0
Warper and/or creeler .. .. .	8 17 0	9 3 0	9 12 0
Machinists (cornelli, embroidery, welter, seamer, two and three needles, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell) .. .. .	8 17 0	9 3 0	9 12 0
Mender .. .. .	8 17 0	9 3 0	9 9 0
Hand embroiderer .. .. .	8 17 0	9 3 0	9 12 0
<i>All Sections.</i>			
<b>Throwing and Winding—</b>			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0
Yarn conditioning and/or yarn testing .. .. .	8 17 0	9 3 0	9 9 0
Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler .. .. .	8 17 0	9 3 0	9 9 0
<b>Press Room—</b>			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0
Board and/or press hand (including pre-boarding) .. .. .	8 17 0	9 3 0	9 12 0
Presser and/or ironer .. .. .	9 3 0	9 9 0	9 12 0
Operator of steam press (namely, female employed on a steam-pressing machine) .. .. .	9 5 0	9 15 0	10 5 0
<b>Finishing—</b>			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0
Examiner .. .. .	8 17 0	9 3 0	9 9 0
Folder .. .. .	8 17 0	9 3 0	9 9 0
Grader .. .. .	8 17 0	9 3 0	9 9 0
Pairer .. .. .	8 17 0	9 3 0	9 9 0
Sorter .. .. .	8 17 0	9 2 0	9 9 0
Parceller .. .. .	8 17 0	9 3 0	9 9 0
Boxer .. .. .	8 17 0	9 3 0	9 9 0
Finisher .. .. .	8 17 0	9 3 0	9 9 0
<b>General—</b>			
Recorder .. .. .	8 17 0	9 3 0	9 9 0
Warehousewoman .. .. .	8 17 0	9 3 0	9 9 0
All other adult females in any section not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0

The wages of adult females include a loading of 2s. 6d.

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

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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

LEATHER-GOODS BOARD.

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

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles .. .. .	13 3 0	13 0 0
All other Journeymen .. .. .	13 9 0	13 6 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends .. .. .	9 2 0	10 0 0
Other Journeywomen .. .. .	9 7 6	9 5 6

NOTE:—Females working on large machines (7-5, 45K, 7-27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five year terms—</b>		
First year's experience .. .. .	68 6	68 0
Second year's experience .. .. .	80 0	79 0
Third year's experience .. .. .	114 6	113 0
Fourth year's experience .. .. .	183 0	181 0
Fifth year's experience .. .. .	229 0	226 0
<b>Four year terms—</b>		
First year's experience .. .. .	68 6	68 0
Second year's experience .. .. .	114 6	113 0
Third year's experience .. .. .	183 0	181 0
Fourth year's experience .. .. .	229 0	226 0

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

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

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

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

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

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

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

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

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

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

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

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

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

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 year of age .. .. .	68 6	68 0
16 and under 17 years of age .. .. .	91 6	90 6
17 and under 18 years of age .. .. .	114 6	113 0
18 and under 19 years of age .. .. .	137 6	135 6
19 and under 20 years of age .. .. .	183 0	181 0
20 and under 21 years of age .. .. .	229 0	226 0

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

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	68 6	68 0
16 and under 17 years of age .. .. .	85 6	84 6
17 and under 18 years of age .. .. .	98 0	96 6
18 and under 19 years of age .. .. .	110 0	108 6
19 and under 20 years of age .. .. .	120 0	118 6
20 and under 21 years of age .. .. .	149 0	147 6

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

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

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

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

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

3





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### NAIL MAKERS BOARD.

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

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker .. .. .	266	0
Nail or tack machinist .. .. .	257	0
Assistant to nail or tack machinist .. .. .	252	0
Roofing nail heading machinist .. .. .	257	0
Barbed wire tool maker or machinist .. .. .	257	0
Assistant to barbed wire machinist .. .. .	252	0
Clipper or tier-up on concertina barbed wire .. .. .	251	0
Rumbler .. .. .	251	0
Galvanizer .. .. .	262	0
Pickler—Head, or where only one pickler is employed .. .. .	256	0
Assistant pickler .. .. .	250	0
Assistant working over metal pot .. .. .	256	0
Swinger .. .. .	248	0
Wire-drawing plate setter .. .. .	255	0
Wire-drawing block operator .. .. .	251	0
Tack Inspector .. .. .	251	0
Storeman, packer, or sorter .. .. .	256	6
Other employees with not less than three months' experience in the metal trades industry .. .. .	238	0
All others .. .. .	232	0

#### Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

#### APPRENTICESHIP.

##### Work to be Taught.

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

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

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

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

*Period of Apprenticeship.*

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

*Probationary Period.*

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

*Wages.*

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

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

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

	Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>		
	Per Week.	Per Week.
	£ s. d.	£ s. d.
1st year .. .. .	32	3 13 6
2nd year .. .. .	43	4 18 6
3rd year .. .. .	54	6 3 6
4th year .. .. .	83	9 10 0
5th year .. .. .	100 + 6s.	11 15 0
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>		
1st year .. .. .	34	3 18 0
2nd year .. .. .	54	6 3 6
3rd year .. .. .	83	9 10 0
4th year .. .. .	100 + 6s.	11 15 0

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

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

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(l) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

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

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

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
		<i>s. d.</i>	<i>£ s. d.</i>
Under one month's experience .. .. .	75	..	8 11 6
All others .. .. .	75	16 0	9 7 6
When employed in a classification for which the corresponding margin in clause 23 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.			
<i>II.—Junior Females.</i>			
		Additional Amount.	
17 years of age and under .. .. .	52	3 6	4 12 6
18 years of age .. .. .	62	4 0	5 10 6
19 years of age .. .. .	72	4 6	6 8 0
20 years of age .. .. .	82	5 0	7 5 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 17 0
16 years of age .. .. .	34	3 0	4 1 0
17 years of age .. .. .	46	4 0	5 9 6
18 years of age .. .. .	58	5 0	6 18 0
19 years of age .. .. .	73	6 0	5 13 0
20 years of age .. .. .	88	7 0	10 8 6

\* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

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

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

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

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

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

The first part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow \infty$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow \infty$ . The second part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow 0$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow 0$ .

The third part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow \infty$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow \infty$ . The fourth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow 0$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow 0$ .

The fifth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow \infty$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow \infty$ . The sixth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow 0$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow 0$ .

The seventh part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow \infty$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow \infty$ . The eighth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow 0$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow 0$ .

The ninth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow \infty$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow \infty$ . The tenth part of the paper is devoted to the study of the asymptotic behavior of the solutions of the system (1) as  $t \rightarrow 0$ . It is shown that the solutions of the system (1) are bounded and tend to zero as  $t \rightarrow 0$ .



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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

PRINTERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1244 of the 30th November, 1951, shall be replaced by the following clauses :—

2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) .. ..	14 17 6
2	Probationary machine compositor— (a) For a first period of six months' probation .. .. (b) For a second period of six months' probation .. .. (c) Thereafter the rate for a machine compositor	14 7 0 14 10 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLES "A"—ADULT MALES—continued.</b>		
		<i>£ s. d.</i>
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid . . . . .	14 17 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine . . . . .	14 7 0
5	Operator of a Wells' cross-rule form machine . . . . .	14 17 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) . . . . .	13 4 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine . . . . .	14 7 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) . . . . .	13 4 6
9	Proof reader and/or reviser . . . . .	14 10 6
10	Copy holder . . . . .	12 15 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor) . . . . .	14 7 0
12	Electrotyper (which shall include an employee preparing lead for matrix moulding purposes) . . . . .	14 7 0
13	Stereotyper . . . . .	14 7 0
14	Engraver on wood or metal . . . . .	14 7 0
15	Letterpress machinist . . . . .	14 7 0
16	Railway ticket printer—single machine . . . . .	13 10 6
17	Railway ticket printer—multiple machine . . . . .	13 12 6
18	Machinist working a flat-bed machine printing from a reel . . . . .	14 7 0
19	Letterpress rotary machinist . . . . .	14 7 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper . . . . .	13 7 6
21	Collapsible tube printing machinist . . . . .	14 7 0
22	Universal process machine operator . . . . .	14 7 0
23	Lithography— (a) Artist and/or designer . . . . . (b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate (c) Lithographic pressman and/or lithographic manual transferer . . . . . (d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) (e) Lithographic machinist, including lithographic tin printer . . . . .	14 13 6 14 9 0 14 7 0 12 17 0
24	Photogravure machinist . . . . .	14 7 0
25	Bookbinder . . . . .	14 7 0
26	Marbler . . . . .	14 7 0
27	Hand indexer . . . . .	14 7 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) . . . . .	14 7 0
29	Finisher . . . . .	14 7 0
30	Pocket-book maker . . . . .	14 7 0
31	Ticket maker, turned-in work . . . . .	14 7 0
32	Blotting pad maker . . . . .	14 7 0
33	Portfolio maker . . . . .	14 7 0
34	Person engaged in sawing and/or rolling books . . . . .	14 7 0
35	Loose sheet cover maker . . . . .	14 7 0
36	Edge-gilder . . . . .	14 7 0
37	Leather cutter . . . . .	14 7 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	13 0 6
39	Embossing machinist . . . . .	14 7 0
40	Map and plan moulder and/or varnisher . . . . .	14 7 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine . . . . .	14 7 0
42	Guillotine machine operator . . . . .	14 7 0
43	Employee operating a milk bottle wad making machine . . . . .	13 4 0
44	Waxer . . . . .	13 2 0
45	Sheet varnishing and/or sheet gumming machinist . . . . .	12 17 0
46	Rotary reel gumming machinist . . . . .	13 0 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping . . . . .	12 13 0
48	Printing ink mixer and/or maker . . . . .	12 14 0
49	Bronzing machine operator . . . . .	12 17 0
50	Roller maker . . . . .	12 14 0
51	Feeder on any kind of machine . . . . .	12 9 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLE "A"—ADULT MALES—continued.</b>		<b>£ s. d.</b>
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance) . . . . .	14 0 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance) . . . . .	14 0 0
54	Storeman . . . . .	12 17 0
55	Packer and/or despatcher . . . . .	12 17 0
56	Any other adult male . . . . .	12 5 0
57	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. Provided that until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of day-time light or power restrictions, shall be 12s.	
<b>TABLE "B"—ADULT FEMALES:</b> <i>(Including non-adult females of at least five years' experience.)</i>		
1	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular . . . . .	14 7 0
2	Female head packer when employed as such . . . . .	9 17 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together . . . . . (b) When engaged on work which does not exceed both the measurements before mentioned . . . . .	9 17 6 9 16 6
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done . . . . .	9 15 6 9 15 6
5	Female hand or machine sewer and taker down or repairer of letterpress work . . . . .	9 15 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) . . . . .	9 15 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A" . . . . .	9 15 6
8	Female copy holder . . . . .	9 15 6
9	Female embosser . . . . .	9 16 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine . . . . .	9 15 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) . . . . . (b) from 9 to 15 employees (both inclusive) . . . . . (c) over 15 employees . . . . .	9 19 6 10 11 0 10 18 6
12	Female employees not otherwise specified . . . . .	9 4 0

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

	Third Column Weekly Wage.
Where the work is performed by a male junior, not being an apprentice :	
Under 15 years of age .. .. .	£ s. d. 2 14 0
Between 15 and 16 years of age .. .. .	3 6 0
Between 16 and 17 years of age .. .. .	4 5 6
Between 17 and 18 years of age .. .. .	5 15 0
Between 18 and 19 years of age .. .. .	7 4 6
Between 19 and 20 years of age .. .. .	8 16 6
Between 20 and 21 years of age .. .. .	10 8 0
Where the work is performed by a male apprentice :	
First year .. .. .	3 4 6
Second year .. .. .	4 13 6
Third year .. .. .	5 7 6
Fourth year .. .. .	6 9 0
Fifth year .. .. .	7 18 0
Sixth year .. .. .	10 15 0
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience .. .. .	2 18 6
Second year's experience .. .. .	3 18 0
Third year's experience .. .. .	4 17 6
Fourth year's experience .. .. .	5 17 6
Fifth year's experience .. .. .	7 6 6
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that the words "In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 77s. 6d. for each full week or a *pro rata* amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition shall be amended by the substitution of the amount of 111s. 4d. for the said amount of 77s. 6d.





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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

## GAS METER BOARD.

Clauses 2 and 11 of the Determination published in *Government Gazette* No. 566 of the 17th July, 1952, shall be replaced by the following clauses:—

2.

## WAGES PER WEEK OF 40 HOURS.

(a) Makers and/or repairers of gas meters which are assembled by the use of screws, bolts, or rivets.

							Total Wage Payable.
	(i) Adults.						£ s. d.
Tester other than sound tester .. .. .	..	..	..	..	..	..	13 0 6
Sound tester .. .. .	..	..	..	..	..	..	13 0 6
Spray and other painter .. .. .	..	..	..	..	..	..	13 0 6
Valve grinder other than loose grinder .. .. .	..	..	..	..	..	..	13 0 6
Assembler and/or repairer .. .. .	..	..	..	..	..	..	13 0 6

(ii) Junior Employees.

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.	£ s. d.
Under 16 years of age .. .. .	24	2 0	2 17 0
16 years of age .. .. .	34	3 0	4 1 0
17 years of age .. .. .	46	4 0	5 9 6
18 years of age .. .. .	58	5 0	6 18 0
19 years of age .. .. .	73	6 0	8 13 0
20 years of age .. .. .	88	7 0	10 8 6

(b) Makers and/or repairers of other gas meters.

Apprentices or Improvers.					Other Employees.	
—	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Wage.
		s. d.	s. d.	s. d.		£ s. d.
1st year—					Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) ..	16 10 4.
1st six months	28	64 0	0 9	64 9	Meter maker or repairer ..	13 19 0.
2nd six months	32	73 6	0 9	74 3	Prepayment meter attachment maker ..	14 16 6.
2nd year ..	40	91 6	1 0	92 6	Caster of gratings and covers ..	14 16 6.
3rd year ..	54	123 6	1 6	125 0	Head tester—	
4th year ..	79	181 0	2 3	183 3	(a) where eight or more other testers are employed ..	16 10 0.
5th year ..	100 +	230 0	3 0	233 0	(b) where four and not more than seven other testers are employed ..	16 0 8.
	1s.				Other tester ..	13 13 0.
PROPORTION (within any place).					Leading diaphragm tier (where two or more other diaphragm tiers are employed) ..	15 9 6.
Apprentices.					Other diaphragm tier, including persons banding, crimping, or wiring ..	13 3 5.
One apprentice to every three or fraction of three workers receiving not less than 232s. per week of 40 hours.					Leading diaphragm cutter, where two or more cutters are employed ..	14 17 7.
Improvers.					Other diaphragm cutter ..	13 10 2.
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 232s. per week of 40 hours.					Rim, disc, or prepayment meter cash box maker ..	13 16 1.
					Machinist (power press) ..	13 4 8.
					Other Machinist ..	12 10 4.
					Assistant machinist ..	12 1 9.
					All others ..	11 12 0.

PIECEWORK PRICES.

11. In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRY ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.	H.C. 2.			
	per doz. £ s. d.	per doz. £ s. d.			
<i>Ordinary Meters.</i>					
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes ..	32 2 5	35 12 7			
	<i>Lights.</i>				
	2.	3.	5.	10.	20.
	per doz.	per doz.	per doz.	per doz.	per doz.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes ..	20 19 1	21 14 10	24 12 10	29 11 7	42 18 7
	<i>High Capacity Meters.</i>				
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.	Capacity, 100 cubic feet per hour £23 3s. 7d. per doz.				
	Capacity, 125 cubic feet per hour £26 12s. 4d. per doz.				

PIECEWORK PRICES—continued.

(a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

"P. and C." A.V. 2-200 feet per hour. Open Top Pattern Meters.

Making up "P. and C." A.V. 2-200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.

£22 19s. 7d. per doz.

(b) MAKING TIN DRY PREPAYMENT METERS.

Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.

Capacity, 100 cubic feet per hour £28 11s. 5d. per doz.

(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs .. .. .	16 15 7	..	..	..	..	..	..	..
Making rims .. .. .	..	16 15 7	16 15 7	16 15 7	16 15 7	16 15 7	..	..
Making discs .. .. .	..	..	..	..	per doz. discs. 0 13 5½	per doz. discs. 0 19 7½	2 7 3½	2 16 2½
Making rims for circular crimped-on diaphragms .. .. .	..	..	per job of 400 rims. 14 6 10	per job of 400 rims. 14 17 9	..	..	..	..

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen. s. d.	per dozen. s. d.
Wiring or tying diaphragms .. .. .	14 2½	81 7¼

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
<p><i>Ordinary Meters.</i></p> <p>Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz. :—</p> <p>Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by :—</p> <p>Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work .. .. .</p>	per doz. £ s. d.	per job of 6. £ s. d.	per job of 6. £ s. d.	per job of 3. £ s. d.	per job of 3. £ s. d.
	86 19 5	67 4 0	71 18 4	48 2 7	48 2 7

PIECEWORK PRICES—continued.

(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	33 10½	33 10½	31 3¼	37 4	52 6¼	61 2¼
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 18 17 9 each meter	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	s. d. 3 11	..	..	..

	Lights.				
	2.	3.	5.	10.	20.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing tin dry ordinary meters in the following manner:— (a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	7 10	8 9	9 6	10 6	14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0
(iii) Other meters	2 3	2 3	2 3	2 3	2 3

} With 214.504 per cent. added.

NOTE:—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

(g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door	2, 3, 5, 10	0 7	Pipes inside inlet	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs	2, 3, 5, 10	1 4	Other pipes	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge	2, 3, 5, 10	1 0	Galleries	2, 3, 5, 10	1 3 "
	20	1 3		20	1 8 "
Red arms	2, 3, 5, 10	0 4 pair	Guides	2 to 20	0 4 set
	20	0 8 "	Feet	2, 3, 5, 10	0 4 "
Valve arms	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers	2, 3, 5, 10	0 6 "	Bod stuffing boxes	2, 3, 5, 10	0 5 pair
Divisions	2, 3, 5, 10	2 2	Clean valves and set to zero	2	2 0
Half-valve plate	2	2 3		3 and 5	2 4
	3	2 5		10	2 5
	5	2 7	Slot meters extra on above	20	2 11 each
	10	2 9	Taking off and putting on	..	1 2 each
	20	2 11	back and front only	2	1 3 pair
New door	2	0 2		3 and 5	1 6 "
Motion wires	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "		20	2 3 "
Throat pieces	2, 3, 5, 10	1 0 "	Turn-over backs and fronts	2 to 20	0 5 "
Side chambers	2, 3, 5, 10	0 6 each	Condemning	2	1 3 "
				3, 5, 10	1 5
New sides	2, 3, 5, 10	4 4 pair		20	1 11
Tees	2, 3, 5, 10	1 0	Piecing cases	2 to 20	0 6
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

} With 214.504 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.  
 (ii) All materials for piecework, except that set out in sub-clause (d) of the piecework schedule supplied to the employee in good order and condition.  
 Clauses, other than clauses 2 and 11, of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

## DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

(a) Clauses 1 to 17 inclusive apply to the Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shires of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, Warrnambool, and of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Dousta Galla Riding of the Shire of Keilor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpariyat Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

(b) Clause 1 and clauses 18 to 32 inclusive apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.

(ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.

(iii) The Board has prescribed a form of apprenticeship indenture.

(iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

[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 in the trade of bread making or baking" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WITHIN THE AREA SET OUT IN NOTE (I) (a).

2.		WAGES.						
* Apprentices.		* Improvers.		Other Employees.				
Per Week of 40 Hours. s. d.		Per Week of 40 Hours. £ s. d.		Per Hour.				
				s. d.				
1st Year—		1st six months ..	} 13 13 4	Doughmakers ..	7 6½			
1st six months ..	74 9	2nd .. ..						
2nd .. ..	82 4	3rd .. ..						
2nd Year—		4th .. ..						
1st six months ..	89 10	5th .. ..						
2nd .. ..	97 2	6th .. ..						
3rd Year—		7th .. ..						
1st six months ..	112 4	8th .. ..						
2nd .. ..	127 3	and thereafter the minimum wage.			Per Hour. s. d.			
4th Year—		PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 295s. 10d. per week of 40 hours.			7 8			
1st six months ..	149 8				All others engaged in the making and/or baking of bread ..			7 4½
2nd .. ..	172 2	PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.						7 4½
5th Year—					PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.			7 4½
1st six months ..	202 3	PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.						7 4½
2nd .. ..	231 11				PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.			7 4½
and thereafter the minimum wage.		PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.						7 4½
PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.					PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 295s. 10d. per week of 40 hours.			7 4½

\* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE:—The rates shown in clause 2 herein include 1½d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 17. Pro-rata of this amount has been included in the rates of apprentices and improvers.

## HOURS OF WORK. (See Clause 17. Limitation of Hours of Employment.)

3. That the number of hours to be worked on each day (including the time spent at the doughmaking necessary for such day's work) shall be:—

	Apprentices.	Other Employees.
Ordinary days .. .. .	7 hours	7 hours
Double days .. .. .	9 "	10 "
Treble days .. .. .	9 "	10 "

## OVERTIME.

4. (a) That any employee (other than an apprentice) who works either—

- (i) for any time in excess of the number of hours fixed in clause 3, or alternatively
- (ii) during any week for any time in excess of 40 hours,

shall be paid for such extra time at the wages rate of double time.

(b) Any apprentice who works for any time in excess of seven hours on an ordinary night or nine hours on any other night shall be paid by the employer for such extra time at the rate of time and a half, calculated on the same rate of pay as the employer may for the time being be obliged to pay to journeymen employed by him in the same trade. Provided, however, that any apprentice during the last year of his apprenticeship may be required to work up to ten hours on a night other than an ordinary night at ordinary rate of pay.

## WEEKLY HOURS.

5. That the number of hours to constitute an ordinary week's work shall be 40.

## TIME RATE.

6. (a) That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

(b) In addition to any other rate to which he is entitled, any person employed for not more than 20 hours in any one week shall be paid, in respect of each night he is employed, fares from the Trades Hall, Melbourne, to his place of employment and return to the Trades Hall, Melbourne, by the cheapest means of regular rail, tram, or bus service available to him at the times of beginning or ending work as the case may be.

This shall include the fare charged by any available all-night service to employees travelling outside the times of ordinary services.

Provided that this sub-clause shall apply only to work done within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder.

## SPECIAL RATES FOR PUBLIC HOLIDAYS.

7. (a) That payment for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, or Boxing Day, shall be at the rate of double time; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro-rata for the work performed by him in such week.

## UNION REPRESENTATIVE.

8. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

## DEFINITIONS.

9. (a) "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

(b) "Double day" shall mean a day on which bread is baked to supply all the employer's customers for two days so as to obviate the necessity for any work being done on the following day.

(c) "Treble day" shall mean a day on which bread is baked to supply all the employer's customers for three or more days so as to obviate the necessity for any work being done on the following two days.

(d) The making of bread shall be deemed to mean each of the following acts:—

- (i) the dividing of bread dough;
- (ii) the weighing of bread dough;
- (iii) the kneading or moulding of bread dough;
- (iv) the placing of bread dough in boxes or tins or on trays.

(e) The baking of bread shall be deemed to mean:—

- (i) the setting of dough in the oven;
- (ii) the withdrawal of bread from the oven.

## ANNUAL HOLIDAY.

10. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 7 occurs during any period of an annual holiday taken by an employee the period of the holiday shall be increased by one day in respect of that public holiday.

## SICK LEAVE.

11. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

## REST PERIODS.

12. That on double and treble days, employees shall be allowed two rest periods of ten minutes each which shall be counted as part of time worked. One of such rest periods shall be taken before the meal interval, and the other rest period shall be taken after the meal interval.

## MEAL INTERVAL.

13. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

## CONTINUITY OF WORK.

14. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

## LAUNDERING AND/OR MAINTENANCE OF WORKING CLOTHES.

15. An employee who works for more than 20 hours in any week for the same employer shall be paid an allowance of four shillings per week towards the cost of laundering and/or maintenance of working clothes; provided an employee who works for less than 20 hours in any week shall be paid ninepence for each night he is employed, with a maximum of 4s. per week.

## CHANGING ROOMS, LOCKERS, AND WASHING FACILITIES.

16. Suitable changing rooms lockers, and washing facilities including hot and cold showers, shall be provided by the employer where there are more than two employees.

## LIMITATION OF HOURS OF EMPLOYMENT.

17. No person shall be employed at bread making or baking, as defined in clause 9 hereof, outside the hours specified hereunder, viz. :—

Type of Week.	Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
1. Ordinary week, i.e., a week in which no public holiday occurs during that week or on the following Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
2. The week previous to a week in which Monday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to Midnight	Midnight Friday to noon Saturday
3. Week in which Monday is a public holiday	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
4. Week in which Tuesday is a single public holiday	..	Midnight Sunday to noon Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
5. Week in which Wednesday is a single public holiday	..	4 a.m. to 4 p.m.	Midnight Monday to noon Tuesday	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
6. Week in which Thursday is a single public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Tuesday to noon Wednesday	..	Midnight Thursday to 2 p.m. Friday	..
7. Week in which Friday is a single public holiday and is not followed by a Monday public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	..	Midnight Friday to noon Saturday
8. Week in which Good Friday occurs	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	10 p.m. to midnight	Midnight Friday to noon Saturday
9. Week which follows Easter week-end	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
10. Week in which Saturday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Thursday to noon Friday	..
11. The week previous to a week in which Monday and Tuesday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Friday to noon Saturday
12. Week in which Monday and Tuesday are public holidays	..	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
13. Week in which Tuesday and Wednesday are public holidays	10 p.m. to midnight	Midnight Sunday to noon Monday	..	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
14. Week in which Wednesday and Thursday are public holidays	..	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Monday to noon Tuesday	..	..	Midnight Thursday to 2 p.m. Friday	..
15. Week in which Thursday and Friday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Tuesday to noon Wednesday	..	..	Midnight Friday to noon Saturday

LIMITATION OF HOURS OF EMPLOYMENT—continued.

Type of Week.	Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
16. Week in which Friday and Saturday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Wednesday to noon Thursday	..	..
17. Week in which Saturday and the Monday in the following week are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to Midnight	Midnight Thursday to noon Friday	..

18. WITHIN THE AREA SET OUT IN NOTE (1) (b).

Apprentices.		Improvers.	Other Employees.	
Per Week of 40 Hours.		Per Week of 40 Hours.		
s. d.		£ s. d.		
1st Year—		1st year .. ..	} 13 3 7	Foremen or single hands .. 7s. 5d. per hour, or 296s. 3d. per week of 40 hours.
1st six months ..	70 4	2nd .. ..		
2nd .. ..	72 6	3rd .. ..		
2nd Year—		4th .. ..		
1st six months ..	76 5	} PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 285s. 10d. per week of 40 hours.		Doughmakers .. .. 7s. 2½d. per hour, or 289s. 2d. per week of 40 hours.
2nd .. ..	87 2			
3rd Year—				
1st six months ..	99 1			
2nd .. ..	116 4	} Makers or bakers of rye bread, Vienna bread, or rolls } Persons not provided for elsewhere in this Determination } 7s. 1½d. per hour, or 285s. 10d. per week of 40 hours		
4th Year—				
1st six months ..	136 6			
2nd .. ..	159 1			
5th Year—		} PROPORTION. One apprentice to every three or fraction of three workers receiving not less than 285s. 10d. per week of 40 hours.		}
1st six months ..	188 0			
2nd .. ..	219 4			
and thereafter the minimum wage.				

OVERTIME.

19. (a) That any employee (other than an apprentice) who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

WEEKLY HOURS.

20. That the number of hours to constitute an ordinary week's work shall be 40.

TIME RATE.

21. That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.

UNION REPRESENTATIVE.

22. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

SUNDAY WORK.

23. The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

24. (a) That double time shall be the rate payable for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro rata for the work performed by him in such week.

ANNUAL HOLIDAY.

25. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendment which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 24 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.



**SICK LEAVE.**

26. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

**LIMITATION OF HOURS.**

27. (a) No bread of any kind shall be made or baked for trade or sale whether in the form of loaves, rolls or any other form in any area to which Parts 2 and 3 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding every Wednesday other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days and six o'clock in the evening of such Wednesday.

(b) No bread of any kind shall be made or baked for trade or sale whether in the form of loaves, rolls or any other form in any area to which Parts 2 and 3 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding any Saturday being a holiday prescribed by the said Determination and the hour of eleven o'clock in the evening of the following Sunday.

(c) No bread of any kind shall be made or baked for trade or sale whether in the form of loaves, rolls or any other form in any area to which Parts 1, 2, 3 and 4 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding any holiday prescribed by section 212 of the Factories and Shops Act and the hour of six o'clock in the evening on such holiday.

**MEAL INTERVAL.**

28. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

**CONTINUITY OF WORK.**

29. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

**LAUNDERING, AND/OR MAINTENANCE OF WORKING CLOTHES.**

30. An employee who works for more than 20 hours in any week for the same employer, shall be paid an allowance of four shillings per week towards the cost of laundering and/or maintenance of working clothes, provided an employee who works for less than 20 hours in any week shall be paid ninepence for each night he is employed, with a maximum of 4s. per week.

**CHANGING ROOMS, LOCKERS, AND WASHING FACILITIES.**

31. Suitable changing rooms, lockers, and washing facilities including hot and cold showers, shall be provided by the employer where there are more than two employees.

**DEFINITION.**

32. "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 4th February, 1953.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for a systematic approach to data collection and the importance of using reliable and valid measurement instruments.

3. The third part of the document focuses on the ethical considerations surrounding data collection and analysis. It discusses the importance of obtaining informed consent from participants and ensuring that their data is protected and used only for the intended purposes.

4. The fourth part of the document addresses the challenges of data collection and analysis in a complex and dynamic environment. It discusses the need for flexibility and adaptability in the research design and the importance of ongoing communication and collaboration with stakeholders.

5. The fifth part of the document provides a summary of the key findings and conclusions of the study. It emphasizes the importance of using the results of the study to inform decision-making and improve the organization's performance.

6. The final part of the document discusses the implications of the study for future research and practice. It highlights the need for continued research in this area and the importance of sharing the findings with other researchers and practitioners.



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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

**NICKELWARE BOARD.**

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 522 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
	s. d.
Stamper who puts in die and makes force .. .. .	276 6
Repairer .. .. .	276 6
Maker-up .. .. .	276 6
Spinner, 1st class .. .. .	270 0
Spinner (other) .. .. .	255 0
Die setter .. .. .	255 0
Drop hammer stamper (other than one who puts in die and makes force) .. .. .	253 0
Press operator (heavy) .. .. .	253 0
Press operator (light) .. .. .	251 0
Pickler .. .. .	252 0
Hand blanker .. .. .	251 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	238 0
All others .. .. .	232 0

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees 18s. per week extra; more than twenty employees, 27s. per week extra.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

*Period of Apprenticeship.*

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indentures.*

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

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

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

*Proportion.*

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

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for “all others”.

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

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

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
<b>Four and five-year terms—</b>		
1st year .. .. .	32	3 13 6
2nd year .. .. .	43	4 18 6
3rd year .. .. .	54	6 3 6
4th year .. .. .	83	9 10 0
5th year .. .. .	100 + 6s.	11 15 0
<b>Four-year terms—Apprentice commencing after the age of 17 years—</b>		
1st year .. .. .	34	3 18 0
2nd year .. .. .	54	6 3 6
3rd year .. .. .	83	9 10 0
4th year .. .. .	100 + 6s.	11 15 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

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

*Overtime and Shift Work.*

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

*Payment by Results.*

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

*Lost Time.*

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	£ s. d.
<i>I.—Adult Females.</i>			
Under one month's experience .. .. .	75	..	8 11 6
All others .. .. .	75	16 0	9 7 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.			
<i>II.—Junior Females.</i>			
17 years of age and under .. .. .	52	3 6	4 12 6
18 years of age .. .. .	62	4 0	5 10 6
19 years of age .. .. .	72	4 6	6 8 0
20 years of age .. .. .	82	5 0	7 5 6
<i>III.—Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 17 0
16 years of age .. .. .	34	3 0	4 1 0
17 years of age .. .. .	46	4 0	5 9 6
18 years of age .. .. .	58	5 0	6 18 0
19 years of age .. .. .	73	6 0	8 13 0
20 years of age .. .. .	88	7 0	10 8 6

\* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee: L. 27

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles; or  
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—  
die setting on power presses.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 137]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### DENTAL MECHANICS BOARD.

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

2. WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)		Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.	Minimum Wage.
<i>s. d.</i>		Percentage of Female Basic Wage.			<i>s. d.</i>
1st year .. ..	60 0	1st year	51	Dentist's Surgical Assistant .. ..	361 0
2nd year .. ..	83 6	2nd year	71	Dentist's Mechanic .. ..	294 0
3rd year .. ..	107 6	3rd year	93	Dentist's Attendant .. ..	194 0
4th year .. ..	168 0				
5th year .. ..	209 6				
6th year .. ..	257 0				

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

\*NOTE.—Clause 2. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.  
(Dentists' Attendants.)

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

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of public administration and government operations. This section also highlights the role of technology in streamlining record management processes and reducing the risk of errors or data loss.

2. The second part of the document focuses on the implementation of robust internal controls and risk management frameworks. It outlines the need for regular audits and assessments to identify potential vulnerabilities and ensure that organizational policies are effectively enforced. This section also discusses the importance of employee training and awareness in maintaining a strong internal control environment.

3. The third part of the document addresses the challenges of data security and privacy in the digital age. It emphasizes the need for comprehensive data protection policies and the implementation of advanced security measures to safeguard sensitive information. This section also discusses the importance of regular security updates and incident response plans to mitigate the risk of data breaches.

4. The fourth part of the document discusses the importance of stakeholder communication and engagement. It emphasizes the need for transparent and timely communication with all relevant parties, including employees, customers, and the public. This section also discusses the importance of listening to feedback and addressing concerns to build trust and improve organizational performance.

5. The fifth part of the document discusses the importance of continuous improvement and innovation. It emphasizes the need for a culture of learning and growth, where employees are encouraged to share ideas and take ownership of their work. This section also discusses the importance of staying up-to-date on industry trends and emerging technologies to maintain a competitive edge.

6. The sixth part of the document discusses the importance of ethical leadership and corporate social responsibility. It emphasizes the need for leaders to set a clear example of integrity and ethical behavior, and to promote a culture of ethical decision-making throughout the organization. This section also discusses the importance of contributing to the community and addressing social and environmental issues.

7. The seventh part of the document discusses the importance of financial management and budgeting. It emphasizes the need for accurate financial reporting and the implementation of effective budgeting processes to ensure the organization's financial health. This section also discusses the importance of identifying and managing financial risks to ensure long-term sustainability.

8. The eighth part of the document discusses the importance of human resources management and talent development. It emphasizes the need for attracting, retaining, and developing top talent to drive organizational success. This section also discusses the importance of creating a supportive work environment and providing opportunities for professional growth and development.

9. The ninth part of the document discusses the importance of strategic planning and goal setting. It emphasizes the need for a clear vision and mission statement, and for the development of a strategic plan that outlines the organization's long-term goals and objectives. This section also discusses the importance of regular monitoring and evaluation of progress to ensure that the organization is on track to achieve its goals.

10. The tenth part of the document discusses the importance of crisis management and disaster recovery. It emphasizes the need for a comprehensive crisis management plan that outlines the organization's response to various types of emergencies. This section also discusses the importance of regular drills and training to ensure that employees are prepared to handle a crisis effectively.





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
17th day of February, 1953.

RAY. H. BEERS,  
Secretary for Labour.

### ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

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

#### PART II.—Radio Entertainments.

##### RECORDING.

##### Casual Employees.

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

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

*Weekly Employees.*

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

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. 14 11 0

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

*Provided that—*

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

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

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

COMMERCIAL ANNOUNCEMENTS.

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

If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of .. .. 0 15 6

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

*Casual Employees.*

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

*Musical presentations—*

Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast .. .. 1 8 0

Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour or part thereof .. .. 0 9 6

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

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

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

Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.

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

Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof .. .. 0 9 6

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

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

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

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

Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof .. .. 0 9 0

*Weekly Employees.*

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

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. 14 11 0

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

*Provided that—*

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

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

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

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

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

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



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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this

20th day of February, 1953.

RAY H. BEERS,

Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 15th January, 1951, shall be replaced by the following clause:—

2.

IMPROVERS.

	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	<i>s. d.</i>	
Under 18 years of age .. .. .	4 3	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20 .. .. .	5 1	
20 years of age and under 21 .. .. .	Appropriate adult rate	

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer .. .. .	6	11
Pitcher setter, cube setter, or pavior .. .. .	6	11
Weigher and/or mixer on hot asphaltic mixing plant .. .. .	6	11
Rigger .. .. .	6	10
Splicer of Wire Rope or Hemp Rope .. .. .	6	10
Bitumen pourer or kettle attendant .. .. .	6	10
Tunnel man or shaft sinker .. .. .	6	10
Timber man in tunnel or shaft .. .. .	6	10
Pipe joiner, or pipe layer .. .. .	6	10
Powder monkey .. .. .	6	10
Sinker in trenches for storm-water drain .. .. .	6	10
Finisher in concrete work .. .. .	6	10
Leading tackle hand .. .. .	6	10
Skid scoop (tumbling Tommy), filler, and/or driver .. .. .	6	10
Guard—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work .. .. .	6	9
Attendant on steam or power-driven navy or crane—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute .. .. .	6	9
Jack hammerman .. .. .	6	9
Mixer, gauger spreading or layer on of concrete .. .. .	6	9
Tar, bitumen or emulsion sprayer operator .. .. .	6	9
Faceman in gravel pit .. .. .	6	9
Tramline layer or repairer—i.e., an employee engaged in laying or maintaining a tram track or locomotive track .. .. .	6	9
Bitumen or asphaltic worker—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion .. .. .	6	9
Batterman using batter rule .. .. .	6	9
Boodler in tunnel .. .. .	6	9
Fencer .. .. .	6	9
Sanitary or garbage attendant .. .. .	6	9
Scabler in tunnel .. .. .	6	9
Metal or gravel spreader .. .. .	6	9
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter .. .. .	6	9
Filler of monkey-tail scoop .. .. .	6	9
Setter out of reinforcements .. .. .	6	9
Points man on tram or locomotive line .. .. .	6	9
Tipman—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level .. .. .	6	8
Cold asphaltic shoveller or forker .. .. .	6	8
Ploughman's offsider .. .. .	6	8
Tipper of monkey-tail scoop .. .. .	6	8
Slurry filler .. .. .	6	8
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks .. .. .	7	2
Driver power grader 35-h.p. or over .. .. .	7	2
Driver power grader under 35-h.p. .. .. .	6	11
Driver side loader .. .. .	6	9
Driver tractor (oil) 35-h.p. and over .. .. .	6	11
Driver tractor (oil) under 35-h.p. .. .. .	6	8
Driver of traction engine or road roller (steam) .. .. .	7	2
Driver road roller (internal combustion) .. .. .	7	1
All others .. .. .	6	7

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 140]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

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:—

		Per Week.
		£ s. d.
<i>Gelatine and Glue.</i>		
1.	Men working in raw material stores .. .. .	12 14 6
2.	Men working raw materials cutting machine .. .. .	12 15 6
3.	Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant .. .. .	13 0 6
4.	Men assisting at washing raw material and/or preparing limes and working at trotter plants .. .. .	12 14 6
5.	Men working at lime pits .. .. .	13 0 6
6.	Men in charge of and actually operating dollies .. .. .	13 4 6
7.	Men assisting in dolly shed .. .. .	12 15 6
8.	Men in charge of and actually working at boiling pans .. .. .	13 0 6
9.	Men assisting in boiling shed .. .. .	12 14 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 4 6
11.	Men assisting (including emptying collers) .. .. .	12 14 6
12.	Men operating gelatine and/or glue cutters .. .. .	12 18 6
13.	Men assisting .. .. .	12 14 6
14.	Men in charge of and actually operating Cube Drying Plant .. .. .	13 2 6
15.	Men assisting .. .. .	12 14 6
16.	Men working at other drying plants .. .. .	12 14 6
17.	Men engaged at gelatine and/or glue grinding .. .. .	12 15 6
18.	Men engaged in treating frames .. .. .	12 14 6
19.	Men engaged in assembling and repairing frames .. .. .	12 14 6
20.	Blenders—Gelatine and/or glue .. .. .	13 0 6
21.	Gelatine and/or glue store hands .. .. .	12 15 6
22.	Men in charge of and actually working at scutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones .. .. .	13 0 6
23.	Men assisting .. .. .	12 14 6
24.	Men working in roller driers and associated grinders .. .. .	12 15 6
25.	Men in charge of and actually working at vegetable and prepared glue vats .. .. .	13 0 6
26.	Men assisting and store hands including calves feet jelly .. .. .	12 15 6
27.	Men operating residue driers .. .. .	13 2 6
28.	Men crushing and/or bagging dried residues .. .. .	12 15 6
29.	Men receiving and passing on bones .. .. .	13 0 6
30.	Men actually operating de-greasing plant .. .. .	13 4 6
31.	Men assisting at de-greasing plant and bone polishing .. .. .	12 15 6
32.	Men engaged in washing and neutralizing vats .. .. .	12 18 6
33.	Men engaged in crushing bone residues .. .. .	12 15 6
34.	Men in charge of and actually operating pearl plant .. .. .	13 2 6
35.	Men assisting .. .. .	12 14 6
36.	Men assisting in laboratory work .. .. .	12 18 6
37.	Men not elsewhere included .. .. .	11 18 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>	
	<i>£ s. d.</i>
1. Men in charge of and actually washing raw materials and seaweed .. .. .	13 0 6
2. Men assisting .. .. .	12 14 6
3. Men in charge of and actually working at boiling vats .. .. .	13 0 6
4. Men assisting in boiling shed .. .. .	12 14 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers .. .. .	13 4 6
6. Men assisting including emptying coolers .. .. .	12 14 6
7. Men operating agar agar cutters .. .. .	12 18 6
8. Men assisting .. .. .	12 14 6
9. Men engaged at agar agar freezing plant .. .. .	12 18 6
10. Men engaged sawing frozen agar agar .. .. .	12 15 6
11. Men working at infra-red drying plant .. .. .	13 4 6
12. Men working at other drying plants .. .. .	12 14 6
13. Men engaged at spreading and stripping agar agar .. .. .	12 14 6
14. Men engaged at agar agar grinding, and milling, store hands .. .. .	12 15 6
15. Men not elsewhere included .. .. .	11 18 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 .. .. .	.. .. .
<b>ADULT FEMALES.</b>	
Adult female employees—	
after three month's experience in the industry .. .. .	9 5 0
of less than three months but more than one month's experience in the industry .. .. .	8 19 0
of less than one month's employment in the industry .. .. .	8 11 6
<b>JUNIORS.</b>	
<i>Males.</i>	
Under 16 years of age .. .. .	4 15 6
16 and under 17 years of age .. .. .	5 19 0
17 and under 18 years of age .. .. .	7 3 0
18 and under 19 years of age .. .. .	8 7 0
19 and under 20 years of age .. .. .	9 11 0
20 and under 21 years of age .. .. .	10 14 6
<i>Females.</i>	
Under 16 years of age .. .. .	4 0 6
16 and under 17 years of age .. .. .	5 3 0
17 and under 18 years of age .. .. .	6 0 9
18 and under 19 years of age .. .. .	6 14 3
19 and under 20 years of age .. .. .	7 12 3
20 and under 21 years of age .. .. .	8 5 6

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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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### HORSEHAIR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1012 of the 12th October, 1951, shall be replaced the following clause:—

2.

Apprentices.			Improvers and Juvenile Workers.			Other Employees.		
WAGES.			WAGES.			<i>Preparing Body Hair.</i>		
	Percentage of Basic Wage	Per Week. s. d.		Percentage of Basic Wage	Per Week. s. d.		WAGES.	Per Week s. d.
1st year ..	35	80 0	1st year ..	35	80 0	Person in charge of hair-washing machine .. .. .	264	0
2nd year ..	44	101 0	2nd year ..	53	121 6	Persons engaged on hair-washing machines .. .. .	257	0
3rd year ..	53	121 6	3rd year ..	88	201 6	Persons engaged on hair-drying machines .. .. .	257	0
4th year ..	64	146 6	4th year ..	100 + 6d.	229 6	Persons who press washed and dried hair into bales ..	257	0
5th year ..	88	201 6				All others .. .. .	253	0
PROPORTION (by any employer).			PROPORTION (by any employer).			<i>Preparing any other kind of Hair.</i>		
One apprentice to every three or fraction of three workers receiving not less than 253s. per week.			One improver to every five workers receiving not less than 253s. per week.			WAGES.		
			<i>Juvenile Workers.</i>			Per Week		
			One juvenile worker to every Hand Spinner.			s. d.		
						Hand Spinners .. .. .	270	0
						Machine Spinners—		
						1st year .. .. .	260	0
						2nd year .. .. .	266	0
						And thereafter .. .. .	270	0
						Drafters .. .. .	270	0
						Wet or dry hacklers ..	270	0
						Operators of teasing machine ..	257	0
						Tail pullers .. .. .	257	0
						Dyers or Scalders .. .. .	254	0
						All others .. .. .	253	0

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of one hundred and sixteen shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and sixteen shillings shall be added in lieu thereof.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of public administration and government operations. The text notes that without reliable records, it becomes difficult to track the flow of funds, assess performance, and identify areas for improvement.

2. The second part of the document addresses the challenges associated with data collection and analysis. It highlights that while digital tools have made data gathering easier, the quality and consistency of the data remain significant concerns. The document suggests that standardized protocols and regular audits can help mitigate these issues and ensure that the information collected is both accurate and actionable.

3. The third part of the document focuses on the role of technology in enhancing operational efficiency. It discusses how automation and data analytics can streamline processes, reduce errors, and provide valuable insights into organizational performance. However, it also cautions that the implementation of new technologies must be carefully managed to avoid disruptions and ensure that staff are adequately trained to use the tools effectively.

4. The fourth part of the document explores the importance of stakeholder engagement and communication. It argues that successful implementation of any initiative requires the buy-in and active participation of all relevant parties. Regular communication, clear reporting mechanisms, and opportunities for feedback are presented as key strategies for fostering a collaborative environment and ensuring that the needs and concerns of all stakeholders are addressed.

5. The fifth and final part of the document provides a summary of the key findings and recommendations. It reiterates the need for a holistic approach to organizational management, one that integrates financial, operational, and human resources. The document concludes by encouraging a culture of continuous learning and improvement, where lessons learned from past experiences are used to inform future decision-making and drive positive change.





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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

## HOSPITAL PHARMACISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 88 of the 26th January, 1951, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.		£ s. d.	
1st year's experience	26	2 19 6	<i>Chief Pharmaceutical Chemist—</i> (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
2nd " " "	47	5 7 6	(a) Where four or more full time pharmaceutical chemists are normally employed	19	9 0
3rd " " "	68	7 15 6	(b) Where two or three full time pharmaceutical chemists are normally employed	18	9 0
4th " " "	88	10 1 6	(c) Where he is the only pharmaceutical chemist employed	17	19 0
5th " " "	100 plus 15s.	12 4 0	<i>Senior Pharmaceutical Chemist</i>	16	14 0
PROPORTION.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			<i>Other Hospital Pharmaceutical Chemist—</i>		
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.			1st year's experience as such	15	19 0
			2nd " " "	16	4 0
			Thereafter " " "	16	9 0

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.





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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

**INDUSTRIAL GASES BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 476 of the 30th May, 1952, shall be replaced by the following clause:—

2. WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	<i>Oxygen, Acetylene, Air, Nitrogen, CO<sub>2</sub>, and Hydrogen.</i>	
		<i>s. d.</i>	<i>£ s. d.</i>		<i>£ s. d.</i>
Under 16 years of age ..	24	2 0	2 17 0	Acetylene plant attendant .. .. .	13 16 6
16 years of age ..	34	3 0	4 1 0	Acetylene generator attendant .. .. .	13 11 6
17 years of age ..	46	4 0	5 9 6	Operator of dry-ice machine .. .. .	12 13 0
18 years of age ..	58	5 0	6 18 0	Cylinder tester and/or valve hand .. .. .	13 8 0
19 years of age ..	73	6 0	8 13 0	Cylinder filler .. .. .	13 6 0
20 years of age ..	88	7 0	10 8 6	Other employees with not less than three months' experience in the industry .. .. .	12 13 0
				All others .. .. .	11 12 0

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

The Board has determined that no apprentice shall be taken to the trade.

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations. The text notes that without proper record-keeping, it would be difficult to track progress, identify areas for improvement, and provide a clear overview of the organization's performance to stakeholders.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It mentions the use of surveys, interviews, and focus groups to gather qualitative information, as well as the use of statistical software and data visualization techniques to process and present quantitative data. The text highlights the importance of choosing the right methods and tools based on the specific needs and objectives of the research project.

3. The third part of the document discusses the challenges and limitations of data collection and analysis. It notes that gathering accurate and reliable data can be a time-consuming and costly process, and that there may be various biases and errors involved in the data collection and analysis process. The text also mentions that the interpretation of data can be subjective and influenced by the researcher's preconceptions and biases.

4. The fourth part of the document provides some practical tips and recommendations for conducting effective data collection and analysis. It suggests that researchers should clearly define their research objectives and questions, use a variety of data collection methods, and ensure that the data collection process is systematic and consistent. It also recommends that researchers should carefully review and validate the data, and use appropriate statistical and analytical techniques to draw meaningful conclusions from the data.

5. The fifth part of the document concludes by emphasizing the importance of data collection and analysis in the overall research process. It states that data collection and analysis are essential for understanding the complex phenomena being studied and for making informed decisions based on the evidence. The text encourages researchers to continue to explore and refine their data collection and analysis methods to improve the quality and reliability of their research findings.



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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
20th day of February, 1953.

RAY H. BEERS,  
Secretary for Labour.

### IRON AND STEEL ROLLING BOARD.

Clauses 2 and 18 of the Determination published in *Government Gazette* No. 511 of the 20th June, 1952, shall be replaced by the following clauses:—

2.

#### WAGES.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.
		£ s. d.		£ s. d.
17 to 19 years of age ..	85	9 14 6	Roller .. .. .	16 10 3
19 to 21 years of age ..	100 plus 1s. 6d.	11 10 6	Furnaceman .. .. .	15 18 6
			Rougher .. .. .	15 11 0
			Catcher (three high roughing Rolls) ..	15 11 0
			Catcher who is responsible for adjusting guards .. .. .	13 7 0
			Other catchers .. .. .	13 6 0
			Annealer or heat treatment hand .. .. .	13 13 6
			Roller's assistant .. .. .	13 12 0
			Charger .. .. .	13 5 0
			Shearsman of scrap Crocodile Shears ..	13 5 0
			Yard shearsman .. .. .	13 5 0
			Billet shearsman .. .. .	13 5 0
			Scrap bar and/or scrap shearsman .. .. .	13 2 0
			Shearsman (small mill Brooklyn) .. .. .	13 2 0
			Other shearsmen .. .. .	12 18 6
			Setter up .. .. .	13 2 6
			Carrier up (large mill) .. .. .	12 15 0
			Carrier up (small mill) .. .. .	12 15 0
			Underhand, second, handling up to 300-lb. blooms .. .. .	13 1 10
			Underhand who also assists to feed furnace .. .. .	13 1 0
			Underhand .. .. .	12 18 6
			Hookman .. .. .	13 1 0
			Middleman .. .. .	13 4 0
			Straightener .. .. .	13 1 0
			Straightener's assistant .. .. .	12 18 6
			Chipper .. .. .	13 1 0
			Heater .. .. .	13 4 6
			Assistant furnaceman .. .. .	12 15 0
			Plate hand .. .. .	12 18 6
			Furnaceman at electric furnace .. .. .	13 16 6
			Pitman at electric furnace .. .. .	13 7 0
			Ladleman at electric furnace .. .. .	13 7 0
			Assistant at electric furnace .. .. .	12 19 0
			Assistant to shearsman .. .. .	12 18 6
			Other employees with not less than three months' experience in this industry ..	12 1 0
			All others .. .. .	11 15 0

PROPORTION (in any place).

One improver to every six adults receiving not less than the minimum wage

NOTE.—The Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

No. 144.—1115/53.—PRICE 3D.

**PIECEWORK.**

18.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence in May, 1952.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

	<i>s. d.</i>	
		* <i>Four Roll—18-in. Mill.</i>
Roller ..	7 11½	Per ton of finished bars of iron and steel
	7 5½	Per ton of scrap iron bars
Rougher ..	5 11½	Per ton of finished bars of iron and steel
	10 8½	Per ton of scrap iron bars
Catcher ..	4 5½	Per ton of finished bars of iron and steel
	6 8½	Per ton of scrap iron bars
Middleman ..	4 4	Per ton of finished bars of iron and steel
	4 2½	Per ton of finished bars of iron and steel
Large Hook	6 1	Per ton of scrap iron bars
Small Hook	4 2½	Per ton of finished bars of iron and steel
Platehand	4 4	Per ton of finished bars of iron and steel
Leading Platehand	4 4½	Per ton of finished bars of iron and steel
	6 5	Per ton of scrap iron bars
Furnaceman	12 8½	Per ton of finished bars of iron and steel
	18 5½	Per ton of scrap iron bars
Underhand	8 8½	Per ton of finished bars of iron and steel
	12 7	Per ton of scrap iron bars
Carrier Up	4 5½	Per ton of finished bars of iron and steel
Carrier up (assistant)	4 4	Per ton of finished bars of iron and steel
		* <i>Ten Roll—10-in. Mill.</i>
Roller ..	12 7	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	9 11½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 4½	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
	11 0½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Rougher ..	8 6½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7 7	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7 4½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	7 5	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Catcher ..	5 10½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 4½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 1	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	6 8	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Middleman	5 5½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 2	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	4 11	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	20 3½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Furnaceman	17 7½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	15 10½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	12 8½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	13 5	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Underhand	11 5½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10 5	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	9 11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	7 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Plateman	5 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 4½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	4 11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 145]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY. H. BEERS.  
Secretary for Labour.

**LIFT BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 549 of the 9th July, 1952, shall be replaced by the following clause:—

2.

## EMPLOYEES.

	Weekly Wage. s. d.	<i>Note.</i>
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts .. .. .	271 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female) .. .	259 0	

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

[The body of the page contains extremely faint and illegible text, likely bleed-through from the reverse side of the paper. The text is too light to be transcribed accurately.]





# VICTORIA GOVERNMENT GAZETTE.

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No. 146]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1083 of the 8th November, 1951, shall be replaced by the following clause:—

2.

(a) APPRENTICES OR IMPROVERS.									(b) Other Employees.	
Broom Section.			Feather Duster or Mop Sections.							
Year	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Males.			Females.				
			Percentage of Basic Wage.	Wages per Week of 40 Hours.	Year	Percentage of Female Basic Wage.	Wages per Week of 40 Hours.			
		<i>s. d.</i>			<i>s. d.</i>				<i>s. d.</i>	
1st Year	28	64 0	1st Year	28	64 0	1st Year	38	65 0		
2nd Year	37	84 6	2nd Year	37	84 6	2nd Year	50	85 6		
3rd Year	42	96 0	3rd Year	42	96 0	3rd Year	55	94 6		
4th Year	59	135 0	4th Year	59	135 0	4th Year	65	111 6		
5th Year	71	162 6	5th Year	71	162 6	5th Year	76	130 6		
6th Year	90	206 0	6th Year	90	206 0	6th Year	90	164 6		
And thereafter the minimum wage			And thereafter the minimum wage.			And thereafter the minimum wage.				
PROPORTION IN ANY FACTORY OR PLACE.										
APPRENTICES.										
<i>Broom Section.</i>										
One apprentice to every three or fraction of three workers receiving not less than 245s. 6d. per week of 40 hours, or the prescribed piecework prices.										
APPRENTICES.										
<i>Feather Duster or Mop Sections.</i>										
One apprentice to every three or fraction of three workers receiving not less than 245s. 6d. per week of 40 hours.										
IMPROVERS.										
<i>Feather Duster Making Section.</i>										
Two male improvers to every worker receiving not less than 245s. 6d. per week of 40 hours.										
Two female improvers to every female worker receiving not less than 179s. per week of 40 hours.										
IMPROVERS.										
<i>Mop Making Section.</i>										
Two male improvers to every worker receiving not less than 245s. 6d. per week of 40 hours.										
Two female improvers to every female worker receiving not less than 179s. per week of 40 hours.										
IMPROVERS.										
<i>Broom Section.</i>										
One improver to every three or fraction of three workers receiving not less than 245s. 6d. per week of 40 hours, or the prescribed piece-work prices.										
(b) Other Employees.										
<i>Broom Making.</i>										
Wages per Week of 40 Hours. <i>s. d.</i>										
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) .. .. . 269 0										
Second sorter .. .. . 264 0										
Maker or sewer .. .. . 269 0										
Cutter off .. .. . 259 6										
All others .. .. . 245 6										
<i>Feather Duster Making.</i>										
Wages per Week of 40 Hours. <i>s. d.</i>										
Males .. .. . 245 6										
Females .. .. . 179 0										
<i>Mop Making.</i>										
Wages per Week of 40 Hours. <i>s. d.</i>										
Males .. .. . 245 6										
Females .. .. . 179 0										

Clauses, other than clause 2, of the said Determination shall remain in force provided that in clause 15 the amount of 117s. 6d. wherever appearing shall be increased to 147s. 6d.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to support informed decision-making.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and reporting, thereby improving efficiency and accuracy.

4. The fourth part of the document addresses the challenges associated with data collection and analysis. It identifies common issues such as data quality, consistency, and integration, and provides strategies to overcome these challenges.

5. The fifth part of the document discusses the importance of data security and privacy. It emphasizes the need for robust security measures to protect sensitive information and ensure compliance with relevant regulations.

6. The sixth part of the document concludes by summarizing the key findings and recommendations. It reiterates the importance of a data-driven approach and provides actionable insights for the organization's future success.



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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this

3rd day of March, 1953.

RAY H. BEERS,

Secretary for Labour.

**MINERAL EARTHS BOARD.**

Clause 2 of Part 1, and clause 20 of Part 2 of the Determination published in *Government Gazette* No. 20 of the 18th January, 1952, shall be replaced by the following clauses:—

**PART 1.**

Persons **OTHER THAN** those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.			(b) OTHER EMPLOYEES.		
	Percentage of Basic Wage.	s. d.		s. d.	
Under 17 years of age .. .. .	36	82 6	Ball mill attendant and/or employee milling silica ..	281	0
17 to 18 years of age .. .. .	62	142 0	Other Mill attendants .. .. .	269	0
18 to 19 years of age .. .. .	81	185 6	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands .. .. .	262	0
19 to 21 years of age .. .. .	96	220 0	Leading Hands—		
			Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.		
			Note:—The above rates include an amount of 3s. as a clothing allowance.		

*Proportions (in any place).*

One improver to every six adult employees.

**PART 2.**

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

20.

\* WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
			<i>Males.</i>		
	Percentage of Basic Wage.	s. d.			s. d.
<i>Males.</i>					
Under 17 years of age .. .. .	36	82 6	Leading charging hand .. .. .		274 0
17 to 18 years of age .. .. .	62	142 0	Assistant charging hand .. .. .		258 0
18 to 19 years of age .. .. .	81	185 6	Notcher .. .. .		274 0
19 to 21 years of age .. .. .	96	220 0	Oven hands .. .. .		266 0
			Process worker (including taker off conveyor or granulator attendant) .. .. .		254 0
	Percentage of Female Basic Wage.				
<i>Females.</i>					
Under 16 years of age .. .. .	38	65 0			
16 to 17 years of age .. .. .	51	87 6			
17 to 18 years of age .. .. .	54	92 6			
18 to 19 years of age .. .. .	64	110 0			
19 to 20 years of age .. .. .	73	125 0			
20 to 21 years of age .. .. .	83	142 6			
PROPORTION (IN ANY PLACE).					
<i>Males.</i>					
One male improver to every six adult employees.					
<i>Females.</i>					
One female improver to every four or fraction of four female workers receiving not less than the adult female rate.					
			<i>Females.</i>		
			Adult females .. .. .		181 0

Leading Hands—  
Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.

\* These wages are loaded to compensate for industry disabilities.

Clauses, other than clause 2 of Part 1, and clause 20 of Part 2, of the said Determination shall remain in force.







**OTHER EMPLOYEES.**

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—	s. d.
In which the licensed passenger seating capacity exceeds 18 persons .. .. .	266 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons .. .. .	262 0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons .. .. .	258 0*
In which the licensed passenger seating capacity does not exceed 7 persons .. .. .	256 0*

\* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—	
In which the licensed passenger seating capacity exceeds 23 persons .. .. .	261 0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons .. .. .	256 0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street .. .. .	250 0
All other drivers .. .. .	246 0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor .. .. .	279 0
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(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females) .. .. .	251 0
Greasers .. .. .	256 0
Cleaners .. .. .	244 0
All others—	
Males .. .. .	244 0
Females .. .. .	183 0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

- (a) for drivers of vehicles on regular services—
  - After not less than two years, but less than five years of such service, an additional 5s. per week;
  - After five years or more of such service, an additional 10s. per week.
- (b) drivers giving practical instruction in the driving of mechanically-propelled vehicles—
  - After one year or more of such service, an additional 10s. per week.
- (c) for all other employees—
  - After two years or more of such service, an additional 5s. per week.

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





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### MUSICAL INSTRUMENTS BOARD.

Clauses 2 to 4 of the Determination published in *Government Gazette* No. 691 of the 19th July, 1951, shall be replaced by the following clauses:—

2.

#### WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
GROUP A.	£ s. d.	£ s. d.
Action regulator .. .. .	13 16 6	13 13 6
Tuner and/or action repairer .. .. .	13 16 6	13 13 6
Player mechanic .. .. .	13 16 6	13 13 6
Part maker .. .. .	13 16 6	13 13 6
Side gluer .. .. .	13 16 6	13 13 6
Sound board maker .. .. .	13 16 6	13 13 6
Fly finisher .. .. .	13 16 6	13 13 6
Maker and/or repairer of musical instruments .. .. .	13 16 6	13 13 6
Player action assembler .. .. .	13 11 6	13 8 6
Piano action assembler .. .. .	13 11 6	13 8 6
Iron frame driller .. .. .	12 19 0	12 16 0
Iron frame finisher by hand or spray .. .. .	12 19 0	12 16 0
Spring and brass wire spinner .. .. .	12 19 0	12 16 0
Veneer presser .. .. .	12 19 0	12 16 0
Veneer scraper .. .. .	12 19 0	12 16 0
Gluer up .. .. .	12 19 0	12 16 0
Polisher .. .. .	13 16 6	13 13 6
Spray hand .. .. .	12 19 0	12 16 0
Employee rubbing down and/or filing and/or varnishing and/or staining .. .. .	12 19 0	12 16 0
Gramophone case maker or fitter .. .. .	13 16 6	13 13 6
Boult's carver machinist .. .. .	13 16 6	13 13 6
Shaping machinist .. .. .	13 16 6	13 13 6
Moulding machinist who grinds his own cutters .. .. .	13 16 6	13 13 6
Wood turner .. .. .	13 16 6	13 13 6
Router machinist .. .. .	13 16 6	13 13 6
Linderman or similar jointer machinist who sets up and is in charge of his machine .. .. .	13 16 6	13 13 6
Band and jig sawyer .. .. .	13 9 0	13 6 0
Circular sawyer .. .. .	13 9 0	13 6 0
Dovetailer machinist .. .. .	13 9 0	13 6 0
Buzzer machinist .. .. .	13 9 0	13 6 0
Planer machinist .. .. .	13 9 0	13 6 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warramboul, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>GROUP A—continued.</b>		
Thicknesser machinist .. .. .	£ s. d. 13 9 0	£ s. d. 13 6 0
Glue jointer machinist .. .. .	13 9 0	13 6 0
Tenoner machinist .. .. .	13 9 0	13 6 0
Copying or automatic lathe—employee setting up or operating .. .. .	13 9 0	13 6 0
Morticer machinist .. .. .	13 9 0	13 6 0
Triple drum sander .. .. .	13 9 0	13 6 0
Multiple borer machinist (three or more bits) who sets up and operates .. .. .	13 9 0	13 6 0
Moulding machinist who does not grind his own cutters .. .. .	13 9 0	13 6 0
Sander machinist .. .. .	12 19 0	12 16 0
Boring machinist (less than three bits) .. .. .	12 19 0	12 16 0
All other machinists .. .. .	12 19 0	12 16 0
Timber bender .. .. .	12 19 0	12 16 0
Timber stacker .. .. .	12 4 0	12 1 0
Yardman .. .. .	12 4 0	12 1 0
Tailor-out .. .. .	12 4 0	12 1 0
Employees not otherwise classified .. .. .	11 12 0	11 9 0
<b>Females.</b>		
Veneer matcher .. .. .	9 11 6	9 9 6
Upholstrees .. .. .	9 11 6	9 9 6
All others .. .. .	8 15 6	8 13 6
<b>GROUP B.</b>		
<i>Leading Hands.</i>		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees 27s. per week extra		

**EXTRA RATES.**

3. (a) Employees engaged as cabinet makers, and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d., a week as a tool allowance.

Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

(b) The extra rates prescribed herein shall not be subject to any premium or penalty additions.

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

4. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warramboul, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>Male Apprentices.</b>		
<b>5-year Term—</b>		
1st year's experience .. .. .	s. d. 65 0	s. d. 64 0
2nd year's experience .. .. .	90 6	89 0
3rd year's experience .. .. .	120 6	119 0
4th year's experience .. .. .	190 0	187 6
5th year's experience .. .. .	235 0	232 0
<b>4-year Term—</b>		
1st year's experience .. .. .	74 0	73 0
2nd year's experience .. .. .	120 6	119 0
3rd year's experience .. .. .	190 0	187 6
4th year's experience .. .. .	235 0	232 0
<b>Male Improvers.</b>		
Under 16 years of age .. .. .	55 0	54 0
16 and under 17 .. .. .	67 0	66 6
17 and under 18 .. .. .	90 6	89 0
18 and under 19 .. .. .	120 6	119 0
19 and under 20 .. .. .	190 0	187 6
20 and under 21 .. .. .	234 0	231 0
<b>Female Apprentices.</b>		
1st year's experience .. .. .	79 0	78 0
2nd year's experience .. .. .	113 0	111 6
3rd year's experience .. .. .	151 0	149 6
4th year's experience .. .. .	173 0	171 0
(A female shall not be apprenticed until she is 16 years of age)		
<b>Female Improvers.</b>		
16 years and under .. .. .	56 6	56 0
17 years .. .. .	79 0	78 0
18 years .. .. .	113 0	111 6
19 years .. .. .	151 0	149 6
20 years .. .. .	173 0	171 0

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



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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

## NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 126 of the 2nd February, 1951, shall be replaced by the following clause:—  
2.

Apprentices or Improvers.					Other Employees.	
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.
	Males.		Females.			
	Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
15 years of age or under	22	50 6	29	49 6	Propagators in charge of one or more employees working under glass	265 0
16 years of age ..	28	64 0	31	53 0	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	254 6
17 years of age ..	39	89 6	45	77 0	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	171 6
18 years of age ..	54	123 6	62	106 6	Nursery labourers	238 0
19 years of age ..	64	146 6	77	132 0		
20 years of age ..	88	201 6	90	154 6		
<b>PROPORTION.</b>						
<i>Apprentices.</i>						
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.						
<i>Improvers.</i>						
One improver to every three or fraction of three workers receiving not less than 238s. per week of 40 hours.						

Clauses, other than clause 2, of the said Determination as amended on the 13th March, 1951, shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### OPTICIANS BOARD.

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

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

#### Female and Unapprenticed Junior Labour.

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

#### Other Employees.

	Wages Per Week.				Wages Per Week.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		Weekly Rate.	Wage* Loading.	Total Weekly Wage.
		s. d.	£ s. d.		s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>				Foreman i.e., man in charge of two or more employees .. Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. Press operator (heavy) .. Press operator (light) .. Process worker (as defined)	292 6  273 6 250 0 248 0 248 0	3 0  3 0 3 0 3 0	295 6  270 6 253 0 251 0 251 0
Under three months' experience .. .. .	75	6 0	8 17 6				
All others .. .. .	75	7 0	8 18 6				
<i>II.—Junior Females.</i>							
	Percentage of Female Basic Wage.						
17 years of age and under .. .. .	52	3 6	4 12 6				
18 years of age .. .. .	62	4 0	5 10 6				
19 years of age .. .. .	72	4 6	6 8 0				
20 years of age .. .. .	82	5 0	7 5 6				
<i>III.—Junior Males.</i>							
	Percentage of Basic Wage.						
Under 16 years of age .. .. .	24	2 0	2 17 0				
16 years of age .. .. .	34	3 0	4 1 0				
17 years of age .. .. .	46	4 0	5 9 6				
18 years of age .. .. .	58	5 0	6 18 0				
19 years of age .. .. .	73	6 0	8 13 0				
20 years of age .. .. .	88	7 0	10 8 6				

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

(ii) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

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

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

Apprentices.			Improvers.			Other Employees.			
—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	Wages Per Week.			
						Weekly Rate.	War* Loading.	Total Weekly Wage.	
		Per Week. s. d.			Per Week. s. d.	s. d.	s. d.	s. d.	
Five Year Terms:—			1st year ..	25	69 0	Foreman, i.e., man in charge of two or more employees	292 6	3 0	295 6
1st year ..	25	69 0	2nd year ..	35	97 0				
2nd year ..	35	97 0	3rd year ..	45	124 6				
3rd year ..	45	124 6	4th year ..	65	179 6				
4th year ..	65	179 6	5th year ..	80	221 0				
5th year ..	80	221 0				Optical tradesman	279 6	3 0	282 6
Four Year Terms:—			PROPORTION (in any factory, shop, or place).			Optical workers and repairers ..	273 6	3 0	276 0
1st year ..	30	83 0	One improver to every three journeymen receiving not less than 276s. 6d. per week.						
2nd year ..	45	124 6							
3rd year ..	65	179 6							
4th year ..	80	221 0							
PROPORTION (in any factory, shop, or place).									
One apprentice to every two or fraction of two workers receiving not less than 276s. 6d. per week									
An indentures of apprenticeship prescribed was approved on 15th December, 1914.									
The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.									

\* The War Loading shall not be taken into account in the calculation of overtime and holiday rates. Clauses, other than clause 2, of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### POTTERY BOARD.

Clauses 2 and 21 of the Determination published in *Government Gazette* No. 106 of the 30th January, 1951, shall be replaced by the following clauses:—

#### APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 2677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Muirgrave, Romsay, Werribee, and Whittlesea.

#### MALES.

Wages per Week.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	At the Rates prescribed for Adults	55 0	1 3	2 3	58 6
15 years of age .. .. .		64 0	1 6	2 9	68 3
16 " " .. .. .		73 6	1 6	3 3	78 3
17 " " .. .. .		87 0	1 9	3 9	92 6
18 " " .. .. .		110 0	2 6	5 0	126 6
19 " " .. .. .		139 6	3 0	6 0	148 6
20 " " .. .. .		171 6	3 9	7 3	182 6

#### FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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>	<i>s. d.</i>
1st 6 months .. .. .	55 0	1 3	2 3	58 6	..	..	..	..
2nd 6 months .. .. .	63 6	1 3	2 9	67 6	..	..	..	..
1st year .. .. .	..	..	..	..	63 6	1 3	2 9	67 6
2nd " .. .. .	70 6	1 6	3 0	75 0	77 0	1 9	3 3	82 0
3rd " .. .. .	77 0	1 9	3 3	82 0	87 6	1 9	3 9	93 0
4th " .. .. .	87 6	1 9	3 9	93 0	99 6	2 0	4 3	105 9
5th " .. .. .	99 6	2 0	4 3	105 9	110 0	2 3	4 9	117 0
6th " .. .. .	110 0	2 3	4 9	117 0	..	..	..	..
and thereafter the minimum wage								





FEMALES—continued.  
Wages per Week.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
1st year .. .. .	s. d. 62 6	s. d. 1 3	s. d. 2 9	s. d. 66 6	s. d. 74 6	s. d. 1 9	s. d. 3 3	s. d. 79 6
2nd .. .. .	79 6	1 9	3 6	84 9	95 0	2 0	4 0	101 0
3rd .. .. .	95 0	2 0	4 0	101 0	107 0	2 3	4 9	114 0
4th .. .. .	107 0	2 3	4 9	114 0	..	..	..	..
and thereafter the minimum wage								

  

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
1st year .. .. .	s. d. 81 6	s. d. 1 9	s. d. 3 6	s. d. 86 9	s. d. 95 0	s. d. 2 0	s. d. 4 0	s. d. 101 0
2nd .. .. .	107 0	2 3	4 9	114 0	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

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

An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all Other Parts of Victoria.			
	Wages per Week.		Wages per Hour.		Wages per Week.		Wages per Hour.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
<b>All Departments.</b>								
*Head burner .. .. .	260 0	6 6	257 0	6 5 <sup>1</sup> / <sub>10</sub>				
*Burner .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>2</sup> / <sub>10</sub>				
Burner's assistant (i.e. a person who under the instructions of a burner assists in firing a kiln or kilns) .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>				
Mouldmaker .. .. .	262 0	6 6 <sup>2</sup> / <sub>5</sub>	259 0	6 5 <sup>7</sup> / <sub>10</sub>				
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues) .. .. .	246 0	6 1 <sup>1</sup> / <sub>2</sub>	243 0	6 0 <sup>9</sup> / <sub>10</sub>				
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) .. .. .	265 0	6 7 <sup>1</sup> / <sub>2</sub>	266 0	6 7 <sup>1</sup> / <sub>2</sub>				
All other clayhole men (employers to provide tools) .. .. .	256 0	6 4 <sup>1</sup> / <sub>2</sub>	253 0	6 3 <sup>9</sup> / <sub>10</sub>				
Men boring or using explosives .. .. .	261 0	6 6 <sup>3</sup> / <sub>10</sub>	258 0	6 5 <sup>2</sup> / <sub>5</sub>				
Females .. .. .	171 6	4 3 <sup>9</sup> / <sub>20</sub>	169 6	4 2 <sup>17</sup> / <sub>20</sub>				
<b>MALES.</b>								
<b>Glazed Pipes and Salt-glazed Ware.</b>								
Flanger .. .. .	261 0	6 6 <sup>3</sup> / <sub>10</sub>	258 0	6 5 <sup>2</sup> / <sub>5</sub>				
Man in charge of plunger .. .. .	253 6	6 4 <sup>1</sup> / <sub>20</sub>	250 6	6 3 <sup>3</sup> / <sub>20</sub>				
Presser .. .. .	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>5</sub>				
Setter .. .. .	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>5</sub>				
Junction sticker .. .. .	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>5</sub>				
Man working pipe flanging machine .. .. .	251 0	6 3 <sup>3</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>				
Mandril operator .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>				
Bitumen jointer .. .. .	260 0	6 3	247 0	6 2 <sup>1</sup> / <sub>10</sub>				
Drawer .. .. .	251 0	6 3 <sup>3</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>				
Feeder of pipe machine .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>				
Man taking off pipe machine .. .. .	246 0	6 1 <sup>1</sup> / <sub>2</sub>	243 0	6 0 <sup>9</sup> / <sub>10</sub>				
Man in charge of pug or mixer machine .. .. .	246 0	6 1 <sup>1</sup> / <sub>2</sub>	243 0	6 0 <sup>9</sup> / <sub>10</sub>				
Machine rigger .. .. .	251 0	6 3 <sup>3</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>				
Hand feeder of raw or burnt clay into crusher or grinding pan .. .. .	251 0	6 3 <sup>3</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>				
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>				
Man sorting pipes .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>				
Pipe dresser .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>				
Packer of goods into railway trucks .. .. .	247 0	6 2 <sup>1</sup> / <sub>10</sub>	244 0	6 1 <sup>1</sup> / <sub>2</sub>				
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	244 0	6 1 <sup>1</sup> / <sub>2</sub>	241 0	6 0 <sup>9</sup> / <sub>10</sub>				

All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 5677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
<b>Dust Tile Making.</b>				
Leading hand slip making .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Slip house attendant .. .. .	248 0	6 0 <sup>1</sup> / <sub>2</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Head dipper .. .. .	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Dipper and/or spray operator .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Man hand pressing dust tiles or working semi-automatic tile press .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Setter .. .. .	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Drawer .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Sagger maker .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Man operating box on sagger machine .. .. .	246 0	6 1 <sup>1</sup> / <sub>2</sub>	243 0	6 0 <sup>9</sup> / <sub>10</sub>
Man operating lever on sagger machine .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Man carrying into or out of kiln .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Ball mill operator (dry grind) .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Head packer .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
Packer who packs articles with protective substances into containers with secured lids .. .. .	250 0	6 3	247 0	6 2 <sup>1</sup> / <sub>10</sub>
Other packers .. .. .	247 0	6 2 <sup>1</sup> / <sub>10</sub>	244 0	6 1 <sup>1</sup> / <sub>2</sub>
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	244 0	6 1 <sup>1</sup> / <sub>2</sub>	241 0	6 0 <sup>3</sup> / <sub>10</sub>
<b>General Pottery and Insulator Making.</b>				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	256 0	6 4 <sup>1</sup> / <sub>2</sub>	253 0	6 3 <sup>9</sup> / <sub>10</sub>
Man employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Sanitary ware presser .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
Head packer .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
Packer who packs articles with protective substances into containers with secured lids .. .. .	250 0	6 3	247 0	6 2 <sup>1</sup> / <sub>10</sub>
Other packers .. .. .	247 0	6 2 <sup>1</sup> / <sub>10</sub>	244 0	6 1 <sup>1</sup> / <sub>2</sub>
Ball mill operator (dry grind) .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Leading hand slip making .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Slip house attendant .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Tea-pot hand presser .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Man fixing handles or spouts .. .. .	250 0	6 3	247 0	6 2 <sup>1</sup> / <sub>10</sub>
Hollow ware presser .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Turner—insulator—				
1st 12 months' experience .. .. .	256 0	6 4 <sup>1</sup> / <sub>2</sub>	253 0	6 3 <sup>9</sup> / <sub>10</sub>
Thereafter .. .. .	261 0	6 6 <sup>3</sup> / <sub>10</sub>	258 0	6 5 <sup>2</sup> / <sub>5</sub>
Turner—other .. .. .	256 0	6 4 <sup>1</sup> / <sub>2</sub>	253 0	6 3 <sup>9</sup> / <sub>10</sub>
Jolly hand—insulator—				
1st 12 months' experience .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
Thereafter .. .. .	259 0	6 5 <sup>7</sup> / <sub>10</sub>	256 0	6 4 <sup>1</sup> / <sub>2</sub>
Jolly hand—other .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
Jigger hand .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
Man sand-papery ware on machine .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Machine rigger .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Caster .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Stoneware thrower—				
4th year's experience .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
5th year's experience .. .. .	254 0	6 4 <sup>1</sup> / <sub>2</sub>	251 0	6 3 <sup>9</sup> / <sub>10</sub>
and thereafter .. .. .	262 0	6 6 <sup>3</sup> / <sub>10</sub>	259 0	6 5 <sup>7</sup> / <sub>10</sub>
Head placer inside kiln .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Head dipper .. .. .	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Dipper and/or spray operator .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Other placer .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Sagger maker .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Man operating box on sagger machine .. .. .	246 0	6 1 <sup>1</sup> / <sub>2</sub>	243 0	6 0 <sup>9</sup> / <sub>10</sub>
Presser (screw and lever type inclusive) .. .. .	253 6	6 4 <sup>1</sup> / <sub>10</sub>	250 6	6 3 <sup>9</sup> / <sub>20</sub>
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Hand feeder of raw or burnt clay into crusher or grinding pan .. .. .	251 0	6 3 <sup>9</sup> / <sub>10</sub>	248 0	6 2 <sup>2</sup> / <sub>5</sub>
Grinder of burnt ware .. .. .	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
Potter's printer .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
Man operating lever on sagger machine .. .. .	248 0	6 2 <sup>2</sup> / <sub>5</sub>	245 0	6 1 <sup>1</sup> / <sub>2</sub>
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	244 0	6 1 <sup>1</sup> / <sub>2</sub>	241 0	6 0 <sup>3</sup> / <sub>10</sub>

\*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 5s. per week.

**PIECEWORK.**

21. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.  
 Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

**GLAZED PIPES AND SALT-GLAZED WARE.**

Boundary traps, 6 inches	.. .. .	3s. 4½d. per trap
Boundary traps, 4 inches	.. .. .	2s. 6d. "
Gully traps (flanged)	.. .. .	2s. 1½d. each
Disconnectors	.. .. .	2s. 1½d. "
Basins	.. .. .	2s. 1½d. "
Junctions	.. .. .	29s. per 100

**GENERAL POTTERY.**

<i>Chambers.</i>			<i>Cottage Pans and Traps.</i>		
	Turning per gross.	Handling per gross.	Cane.		
12's	.. .. . 19s. 11d.	.. .. . 19s. 11d.	Pans	.. .. .	33s. 11½d. per doz.
9's	.. .. . 23s. 8d.	.. .. . 23s. 8d.	Traps	.. .. .	33s. 11½d. "
6's	.. .. . 27s. 3½d.	.. .. . 27s. 3½d.			
10s. 0½d. per gross extra to be allowed for embossed chambers.					
<i>Bottles (Throwing).</i>					
Acid bottles, including stopping and stamping (3 gallon) .. .. . 21s. 5½d. per dozen bottles					

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

**Within all other parts of Victoria.**

**GLAZED PIPES AND SALT-GLAZED WARE.**

Boundary traps, 6 inches	.. .. .	3s. 3½d. per trap	Disconnectors	.. .. .	1s. 11½d. each
Boundary traps, 4 inches	.. .. .	2s. 2½d. "	Basins	.. .. .	1s. 11½d. "
Gully traps (flanged)	.. .. .	1s. 11½d. each	Junctions	.. .. .	28s. 1½d. per 100

**GENERAL POTTERY.**

<i>Bottles (Throwing).</i>		<i>Pedestal Pans (Hand Pressed).</i>	
Acid bottles, including stopping and stamping (3 gallon) .. .. . 19s. 2d. per dozen bottles		Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—	
<i>Bung Jars and Demijohns (Throwing).</i>		Straight fronts—	
1 gallon	.. .. . 4s. 2½d. per dozen	Cane .. .. . 8s. 10½d. each	
2 gallon	.. .. . 7s. 2½d. "	White .. .. . 8s. 11½d. "	
3 gallon	.. .. . 12s. 8d. "	Hollow fronts—	
5 gallon	.. .. . 28s. 1½d. "	Cane .. .. . 8s. 3½d. "	
1s. 4½d. per dozen extra for handle bottles		White .. .. . 8s. 10½d. "	
<i>Cottage Pans and Traps.</i>		Sizes exceeding above dimensions—	
Pans	.. .. . White. 32s. 11d. per dozen	Cane .. .. . 9s. 8½d. "	
Traps	.. .. . 32s. 11d. "	White .. .. . 11s. 0½d. "	
<i>Pudding Bowls.</i>		<i>Jars (Throwing).</i>	
9's	.. .. . 34s. 9d. per gross	Squat jars—	
12's	.. .. . 25s. 6½d. "	Under 2 gallons .. .. . 59s. 3½d. per 100 gallons	
18's	.. .. . 19s. 2d. "	2 gallons and over .. .. . 53s. 8½d. "	
24's	.. .. . 11s. 4½d. "	<i>Ginger Beer and Ale Bottles (Throwing).</i>	
		1 gallon (screwed) .. .. . 53s. 6½d. per gross	
		Ale bottles .. .. . 7s. 1½d. "	
		Others .. .. . 11s. 0½d. "	

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

**NOTE.**—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Clauses, other than clauses 2 and 21, of the said Determination as amended on the 2nd April, 1951, shall remain in force.

Plus 80s. per week if a full week of 40 hours is worked, and a proportionate amount for a lesser number of hours in any week.





# VICTORIA GOVERNMENT GAZETTE.

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No. 154]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 398 of the 19th April, 1951, shall be replaced by the following clauses:—

2.

#### APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	
Under 16 years of age ..	71 9	60 3	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	84 6	71 9	
17 years of age ..	117 6	83 3	
18 years of age ..	151 9	106 0	
19 years of age ..	174 9	117 6	
20 years of age ..	197 9	129 0	
And thereafter the minimum wage.			

#### Proportion.

##### MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 242s. per week of 40 hours.

**MALE IMPROVERS.**

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 242s. per week of 40 hours.

**FEMALE APPRENTICES.**

*Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 176s. 6d. per week of 40 hours.

*All Other Sections.*

One female apprentice to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

**FEMALE IMPROVERS.**

*Fancy Goods Section.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

*All Other Sections.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3.

**ADULT MALES (OTHER THAN CABLE MAKING).**

	Wages per Week of 40 Hours.		
	£	s.	d.
1. Employee engaged on any operation other than those set out hereunder	12	2	0
2. Sifter and/or drier of compounding ingredients	12	4	0
3. Operator in charge of drying machine	12	6	0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c.	12	9	0
5. Storeman and packer as defined herein not working in raw materials store	12	6	0
5A. Storeman and packer as defined herein working in raw materials store	12	8	0
6. Wrapper of goods made by wrapped process	12	4	0
7. Operator in charge of lead-covered hose stripping machine	12	6	0
8. Operator in charge of hose-making machine (wrapped process)	12	8	0
9. Helper on hose-making machine (wrapped process)	12	6	0
10. Lead-covering machine helper	12	6	0
11. Operator in charge of lead-covering machine (hose)	12	12	6
11A. Maker of vacuum-cleaner hose	12	8	0
12. Maker of wrapped hose by hand-made process	12	15	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	12	6	0
14. Operator on washing mill and/or grinding waste	12	6	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	12	8	0
16. Operator on cracker mill	12	6	0
17. Operator on mixing mill	12	15	0
18. Reclaimer or employee engaged on acid tank	12	6	0
19. Employee on digester machine	12	8	0
20. Spreader in charge of machine (not otherwise classified)	12	9	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	12	15	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	12	5	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	12	6	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	12	6	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	12	8	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	12	10	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	12	12	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	12	12	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	12	15	0
27. Inspector and/or examiner and/or tyre tester	12	8	0
28. Tester with water	12	2	0
28A. Operator employed on hand-skiving machine used in tyre construction	12	4	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	12	4	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	12	8	0
30. Operator in charge of cotton creels	12	8	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	12	6	0
32. Maker of packing	12	8	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	12	8	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	12	6	0
Second and third year	12	12	6
Thereafter	12	17	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12	10	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12	6	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12	8	0
37A. Operator lasting up leather shoes	12	4	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12	8	0

ADULT MALES (OTHER THAN CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.		
	£	s	d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) .. .. .	12	12	6
40. Operator on lathe engaged fashioning biased bowls .. .. .	12	12	6
41. Operator dipping balloons and/or other dipped goods .. .. .	12	8	0
42. Operator of rubber-thread cutting lathe .. .. .	12	10	0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater .. .. .	12	8	0
44. Helper on self-contained mould and/or curing pan and/or dry heater .. .. .	12	2	0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12	12	6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12	10	0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12	15	0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres .. .. .	12	15	0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags .. .. .	12	12	6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres .. .. .	12	12	6
51. Operator engaged in making and/or moulding solid motor tyres .. .. .	12	6	0
51A. Operator racking green motor tyres .. .. .	12	4	0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags .. .. .	12	8	0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding .. .. .	12	10	0
54. Operator in charge hand-making transmission conveyor and/or elevator belting .. .. .	12	12	6
55. Operator engaged hand-making transmission conveyor and/or elevator belting .. .. .	12	9	0
56. Operator engaged on belt-making machine .. .. .	12	6	0
57. Operator laying mats, tiles, or rubber flooring .. .. .	12	15	0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags .. .. .	12	15	0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes .. .. .	12	8	0
60. Operator re-treading new tyres .. .. .	12	6	0
61. Maker of air bags with extruded material .. .. .	12	8	0
62. Maker of air bags (not otherwise classified) .. .. .	12	15	0
62A. Operator buffing air bags .. .. .	12	5	0
62B. Operator of machine de-treading and/or pulling aleeves or patches on new or used tyres .. .. .	12	4	0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine) .. .. .	12	10	0
64. Operator in charge of forcing machine straining rubber .. .. .	12	6	0
65. Operator in charge of textile cutting machine .. .. .	12	8	0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand .. .. .	12	6	0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article .. .. .	12	17	0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts .. .. .	12	8	0
69. First assistant on calender 48 inches and over .. .. .	12	12	6
70. First assistant on calender under 48 inches .. .. .	12	6	0
71. Operator in charge of calender 72 inches and under .. .. .	13	4	0
72. Operator in charge of calender over 72 inches .. .. .	13	9	0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	12	13	0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand .. .. .	12	8	0
75. Storeman in charge of moulds .. .. .	12	4	0
76. Operator engaged in mould burning .. .. .	12	4	0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet .. .. .	12	6	0
(b) other .. .. .	12	8	0
78. Operator joining and/or repairing fabric liners .. .. .	12	4	0
79. Operator cutting raw rubber by machine or press .. .. .	12	4	0
80. Operator of trans-stacker or swifter-lifter or other similar machines .. .. .	12	8	0

ADULT MALES (CABLE MAKING).

81. Operator engaged in any operation other than those for which a margin is fixed hereunder .. .. .	12	2	0
82. Operator on mixing mill .. .. .	12	15	0
83. Operator on warming and/or masticating mill and/or reclaim refining mill .. .. .	12	8	0
84. Heaterman in charge of curing pan and/or dry heater .. .. .	12	8	0
85. Operator in charge of forcing machine .. .. .	12	10	0
86. First assistant on calender 48 inches and over .. .. .	12	12	6
87. First assistant on calender under 48 inches .. .. .	12	6	0
88. Operator in charge of calender 72 inches and under .. .. .	13	4	0
89. Operator in charge of calender over 72 inches .. .. .	13	9	0
90. Fine wire-drawing machine operator .. .. .	12	8	0
91. Medium wire-drawing machine operator .. .. .	12	8	0
92. Wire-drawing (tandem) machine operator .. .. .	12	8	0
93. Annealing furnace operator .. .. .	12	8	0
94. Pickling plant operator .. .. .	12	6	0
95. Wire-winding machine operator .. .. .	12	6	0
96. Fine wire-tinning machine operator .. .. .	12	6	0
97. Medium wire-tinning machine operator .. .. .	12	8	0
98. Assisting tinning-machine operator .. .. .	12	6	0
99. Bunching machine operator .. .. .	12	6	0
100. Stranding and/or armouring machine operator .. .. .	12	8	0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables .. .. .	12	6	0
102. Lapping machine operator .. .. .	12	8	0
103. Longitudinal machine operator .. .. .	12	8	0

## ADULT MALES (CABLE MAKING)—continued.

	Wages per Week of 40 Hours.		
	£	s.	d.
104. Longitudinal machine assistant .. .. .	12	6	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator .. .. .	12	6	0
106. Laying up machine operator .. .. .	12	8	0
107. Laying up machine assistant .. .. .	12	6	0
108. Repairer of cables .. .. .	12	8	0
109. Spark testing machine operator .. .. .	12	8	0
110. Tank test attendant .. .. .	12	6	0
111. Operator employed jointing cables .. .. .	12	8	0
112. Operator on waxing and/or compounding and/or impregnating machine .. .. .	12	8	0
113. Helper on waxing and/or compounding and/or impregnating machine .. .. .	12	6	0
114. Lacquering machine operator .. .. .	12	8	0
115. Lacquering machine helper .. .. .	12	6	0
116. Lead press operator for cables .. .. .	12	12	6
117. Lead press assistant for cables .. .. .	12	6	0
118. Lead stripping machine operator for cables .. .. .	12	6	0
119. Marking machine operator .. .. .	12	8	0
120. Rubber slitting machine operator .. .. .	12	8	0
121. Rubber slitting machine helper .. .. .	12	6	0
122. Taping and/or de-taping machine operator .. .. .	12	6	0
123. Inspector and/or examiner of cables .. .. .	12	8	0

## ADULT FEMALES.

	Wages per Week of 40 Hours.		
	£	s.	d.
All adult females .. .. .	8	16	6

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





VICTORIA  
GOVERNMENT GAZETTE.

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No. 155]

THURSDAY, MARCH 5

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

**SADDLERY AND HARNESS BOARD.**

Clauses 3, 5, 6 and 7 of the Determination published in *Government Gazette* No. 728 of the 27th July, 1951, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.		Other Parts of Victoria.
	£	s. d.	£ s. d.
Journeyman .. .. .	13	9 0	13 6 0
Journeywomen .. .. .	9	7 6	9 5 6

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the case of disagreement between the foreman and employee the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

(b) Female working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five-year terms—</b>		
First year's experience .. .. .	68 6	68 0
Second year's experience .. .. .	80 0	79 0
Third year's experience .. .. .	114 6	113 0
Fourth year's experience .. .. .	183 0	181 0
Fifth year's experience .. .. .	229 0	226 0
<b>Four-year terms—</b>		
First year's experience .. .. .	68 6	68 0
Second year's experience .. .. .	114 6	113 0
Third year's experience .. .. .	183 0	181 0
Fourth year's experience .. .. .	229 0	226 0

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

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiplong maker; (5) Collar maker.

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

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

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

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

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

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

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

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

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

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

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age .. .. .	68 6	68 0
16 and under 17 years of age .. .. .	91 6	90 6
17 and under 18 years of age .. .. .	114 6	113 0
18 and under 19 years of age .. .. .	137 6	135 6
19 and under 20 years of age .. .. .	183 0	181 0
20 and under 21 years of age .. .. .	229 0	226 0

- (b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.

JUNIOR WORKERS INCLUDING APPRENTICES.

1 .. .. .	1
2 to 20 .. .. .	1 for every 2 such male employees
Over 20 .. .. .	A further 1 for every 3 such male employees over 20.

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

## JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay:—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	68 6	68 0
16 and under 17 years of age .. .. .	85 6	84 6
17 and under 18 years of age .. .. .	98 0	96 6
18 and under 19 years of age .. .. .	110 0	108 6
19 and under 20 years of age .. .. .	120 0	118 6
20 and under 21 years of age .. .. .	149 0	147 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 3.

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

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

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

Clauses, other than clauses 3, 5, 6 and 7, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 156]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### TINSMITHS' BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 529 of the 26th June, 1952, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class) .. .. .	14 1 0	14 7 6	13 18 0
Sheet metal worker (2nd class) .. .. .	13 6 0	13 12 6	13 3 0
Spinner (1st class) .. .. .	13 10 0	13 16 6	13 7 0
Spinner other .. .. .	12 15 0	13 1 6	12 12 0
Die setter .. .. .	12 15 0	13 1 6	12 12 0
Die setter—press operator working from blue prints or plans .. .. .	13 6 0	13 12 6	13 3 0
Press operator (heavy) .. .. .	12 13 0	12 19 6	12 10 0
Press operator (light) .. .. .	12 11 0	12 17 6	12 8 0
Solderer and dipper .. .. .	12 13 0	12 19 6	12 10 0
Drop hammer stamper .. .. .	12 13 0	12 19 6	12 10 0
Guillotine operator (as defined) .. .. .	13 6 0	13 12 6	13 3 0
Guillotine operator (other) .. .. .	12 11 0	12 17 6	12 8 0
Guttering machinist .. .. .	12 11 0	12 17 6	12 8 0
Power machinist (not otherwise specified) .. .. .	12 11 0	12 17 6	12 8 0
Spray painter (on both prime and finishing coats) .. .. .	12 19 0	13 5 6	12 16 0
Spray painter (on one coat work) .. .. .	12 15 0	13 1 6	12 12 0
<i>(b) Welding Division.</i>			
Welder—			
1st class .. .. .	14 1 0	14 7 6	13 18 0
2nd class .. .. .	12 17 0	13 3 6	12 14 0
3rd class .. .. .	12 13 0	12 19 6	12 10 0
Tack welder .. .. .	12 15 0	13 1 6	12 12 0
Welder—special class (as defined) .. .. .	14 5 6	14 12 0	14 2 6

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand ..	12 15 0	13 1 6	12 12 0
Canister-maker by hand and riveter by hand .. .. .	12 15 0	13 1 6	12 12 0
Solderer and dipper .. .. .	12 11 0	12 17 6	12 8 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over ..	12 15 0	13 1 6	12 12 0
Operator of power capping machines or metal pots on automatic machines ..	12 13 0	12 19 6	12 10 0
Operator of other power presses and other power machines ..	12 11 0	12 17 6	12 8 0
Cap solderer (not otherwise classified) .. .. .	12 11 0	12 17 6	12 8 0
<i>(d) Galvanizing.</i>			
Galvanizer .. .. .	13 2 0	13 8 6	12 19 0
Tinner and grease tinner .. .. .	13 2 0	13 8 6	12 19 0
Assistant working over metal pot .. .. .	12 13 0	12 19 6	12 10 0
Pickler .. .. .	12 12 0	12 18 6	12 9 0
All others in this Division .. .. .	12 8 0	12 14 6	12 5 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker .. .. .	13 6 0	13 12 6	13 3 0
Spray operator .. .. .	12 15 0	13 1 6	12 12 0
Grainer, liner, and filliter .. .. .	12 11 0	12 17 6	12 8 0
Painter and lacquerer .. .. .	12 11 0	12 17 6	12 8 0
Dipper .. .. .	12 11 0	12 17 6	12 8 0
<i>(f) Porcelain Enamelling.</i>			
Fuser .. .. .	13 1 0	13 7 6	12 18 0
Fuser on medallions, badges, or buckles .. .. .	12 11 0	12 17 6	12 8 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .	12 12 0	12 18 6	12 9 0
Inspector (other) .. .. .	12 9 0	12 15 6	12 6 0
Mill hand and mixer .. .. .	12 12 0	12 18 6	12 9 0
Packer and despatcher .. .. .	12 16 6	13 3 0	12 13 6
Pickler .. .. .	12 12 0	12 18 6	12 9 0
Rackman .. .. .	12 7 0	12 13 6	12 4 0
Sand and shot blaster .. .. .	13 5 0	13 11 6	13 2 0
Sprayer .. .. .	12 13 0	12 19 6	12 10 0
Swiller, gripper, and brusher .. .. .	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified in any Division .. .. .	11 12 0	11 18 6	11 9 0
<i>(g) General.</i>			
Process worker .. .. .	12 11 0	12 17 6	12 8 0
Tool and/or material storeman (as defined) .. .. .	12 14 0	13 0 6	12 11 0
Storeman and/or packer .. .. .	12 16 6	13 3 0	12 13 6

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

*Ship Repairing.*

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

Tradesmen .. .. .	s. d.
All other labour .. .. .	4 6 per week.
	3 0 per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Sheet-metal worker—1st class.
- Welder—special class.

*Period of Apprenticeship*

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

*Contract of Apprenticeship*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

*Proportion.*

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

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

In the trade of—

Welder—special class ;

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

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

(j)

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>Four and Five-year Terms.</i>				
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>				
1st year	34	3 18 0	4 0 0	3 17 0
2nd year	54	6 3 6	6 7 0	6 2 0
3rd year	83	9 10 0	9 15 6	9 7 6
4th year	100 plus 6s.	11 15 0	12 1 6	11 12 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

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

*Overtime and Shift Work.*

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

*Payment by Results.*

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

*Lost Time.*

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(o) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	8 11 6	8 16 6	8 9 6
All others .. .. .	75	16 0	9 7 6	9 12 6	9 5 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
			Additional Amount.		
17 years of age and under .. .. .	52	3 6	4 12 6	4 15 6	4 11 6
18 years of age .. .. .	62	4 0	5 10 6	5 13 6	5 9 0
19 years of age .. .. .	72	4 6	6 8 0	6 11 6	6 6 6
20 years of age .. .. .	82	5 0	7 5 6	7 9 6	7 4 0
<i>III.—Male Junior Labour.</i>					
Under 16 years of age .. .. .	24	2 0	2 17 0	2 18 6	2 16 0
16 years of age .. .. .	34	3 0	4 1 0	4 3 0	4 0 0
17 years of age .. .. .	46	4 0	5 9 6	5 12 6	5 8 0
18 years of age .. .. .	58	5 0	6 18 0	7 1 6	6 16 0
19 years of age .. .. .	73	6 0	8 13 0	8 18 0	8 11 0
20 years of age .. .. .	88	7 0	10 8 6	10 14 0	10 6 0

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

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

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

*Prohibited Occupations.*

(b) Junior employees shall not be employed:—

- (i) If under the age of 16 years—  
using electric arc or oxy-acetylene blow pipe; or
- (ii) If under 18 years of age—  
die setting on power presses, or as operators of power driven guillotines.

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





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 721 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 6 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES.			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
	s. d.	s. d.	s. d.
Brass finisher, tradesman .. .. .	281 0	287 6	278 0
Carpenter on maintenance work .. .. .	281 0	287 6	278 0
Coremaker, jobbing .. .. .	281 0	287 6	278 0
Die maker (see "toolmaker") .. .. .			
Die setter .. .. .	275 6	282 0	272 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .. .	285 6	292 0	282 6
Electrical fitters .. .. .	281 0	287 6	278 0
Electrical mechanic .. .. .	281 0	287 6	278 0
Fitter and/or turner, tradesman .. .. .	281 0	287 6	278 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) .. .. .	252 0	258 6	249 0
Jigmaker, in wood or metal .. .. .	281 0	287 6	278 0
Machinist (metal), first class .. .. .	281 0	287 6	278 0
Machinist (metal), second class .. .. .	266 0	272 6	263 0
Machinist (metal), third class .. .. .	257 0	263 6	254 0
Machinist (wood) (see "wood machinist") .. .. .			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off") .. .. .	281 0	287 6	278 0
Panel worker, tradesman .. .. .	294 0	300 6	291 0
Pattern maker .. .. .			

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—			
(a) such tradesmen shall not be required to work to drawings or prints;			
(b) whilst so employed shall be paid a rate of ..	285 6	292 0	282 6
Pipe fitter—			
(a) On high pressure work (i.e., live steam or hydraulic press work) .. .. .	281 0	287 6	278 0
(b) On low pressure work .. .. .	266 0	272 6	263 0
Saw doctor .. .. .	285 6	292 0	282 6
Smith, tradesman .. .. .	282 6	289 0	279 6
Template maker .. .. .	287 0	293 6	284 0
Tool maker, tool hardener, and die maker (in wood or metal)	294 0	300 6	291 0
Tradesman, the greater part of whose time is occupied marking off .. .. .	285 6	292 0	282 6
Trimmer, tradesman (on development work) .. .. .	280 0	286 6	277 0
Turner (see "Fitter and/or turner").			
Welder, first class .. .. .	284 6	291 0	281 6
Welder, second class .. .. .	268 0	274 6	265 0
Welder, third class .. .. .	257 0	263 6	254 0
Welder, fourth class .. .. .	252 6	259 0	249 6
Wood machinist, first class .. .. .	275 6	282 0	272 6
<b>Production.</b>			
Acid washer .. .. .	262 0	268 6	259 0
Air hammer operator .. .. .	268 0	274 6	265 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	254 0	260 6	251 0
Assembler (aero engine) .. .. .	281 0	287 6	278 0
Assembler and/or wirer, chassis .. .. .	261 0	267 6	258 0
Assembler, cushion and squab spring .. .. .	258 0	264 6	255 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	268 0	274 6	265 0
Assembler of bodies or parts of bodies "on the line" ..	275 6	282 0	272 6
Assembler of chassis parts independently of main assembly	261 0	267 6	258 0
Assembler, windscreen frame .. .. .	258 0	264 6	255 0
Axle maker .. .. .	281 0	287 6	278 0
Axle turner .. .. .	281 0	287 6	278 0
Band and/or jig sawyer, trim .. .. .	268 0	274 6	265 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	271 0	277 6	268 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. .. .	257 0	263 6	254 0
Body maker, first class .. .. .	281 0	287 6	278 0
Body maker, second class .. .. .	275 6	282 0	272 6
Body moulder .. .. .	261 0	267 6	258 0
Bow socket enameller (see "enameller")			
Bulldozer operator—			
(a) Setting up machine .. .. .	266 6	273 0	263 6
(b) Not setting up machine .. .. .	257 0	263 6	254 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	269 0	275 6	266 0
Cold setter .. .. .	260 0	266 6	257 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand) .. .. .	275 6	282 0	272 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press .. .. .	275 6	282 0	272 6
Dipper and hangar (paint) .. .. .	251 0	257 6	248 0
Dipper, solder or tin .. .. .	257 0	263 6	254 0
Dipper .. .. .	253 0	259 6	250 0
Drier .. .. .	255 0	261 6	252 0
Driller (Panel) .. .. .	257 0	263 6	254 0
Driller (Other) .. .. .	257 0	263 6	254 0
Drop hammer smith—			
(a) When dies are not used .. .. .	282 6	289 0	279 6
(b) When dies are used .. .. .	257 0	263 6	254 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<b>Production—continued.</b>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper .. .. .	252 6	259 0	249 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim) .. .. .	268 0	274 6	265 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class .. .. .	281 0	287 6	278 0
Electroplater, second class .. .. .	266 0	272 6	263 0
Electroplater, third class .. .. .	250 0	256 6	247 0
Enameller, bow socket .. .. .	254 6	261 0	251 6
Enameller in colours and/or varnisher (finishing coat brush)	275 6	282 0	272 6
Folding machine operator .. .. .	258 0	264 6	255 0
Frame operative (cushion and squabs) .. .. .	258 0	264 6	255 0
Furnace brazier .. .. .	266 6	273 0	263 6
Furnaceman .. .. .	257 0	263 6	254 0
Garnish mould bender and/or shaper (see "Bender and/or shaper") .. .. .			
Garnish mould finisher .. .. .	268 0	274 6	265 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal) .. .. .	257 0	263 6	254 0
Grinder and/or buffer (metal) using portable machine .. .. .	262 0	268 6	259 0
Guillotine machinist .. .. .	258 0	264 6	255 0
Hammer driver, steam, pneumatic or other power .. .. .	252 6	259 0	249 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department) .. .. .	247 0	253 6	244 0
Labourer assisting without using tools (chassis assembly) .. .. .	247 0	253 6	244 0
Liner .. .. .	275 6	282 0	272 6
Machinist (metal), first class .. .. .	281 0	287 6	278 0
Machinist (metal), second class .. .. .	266 0	272 6	263 0
Machinist (metal), third class .. .. .	257 0	263 6	254 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal) .. .. .	266 6	273 0	263 6
Marker-out or scriber (using patterns or templates) .. .. .	256 0	262 6	253 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder .. .. .	259 0	265 6	256 0
Painter, coach (brush) .. .. .	275 6	282 6	272 6
Painter, spray (on coats other than priming) .. .. .	275 6	282 0	272 6
Painter, spray and/or brush (on prime coats) .. .. .	262 0	268 6	259 0
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	254 6	261 0	251 6
Painter's labourer .. .. .	249 0	255 6	246 0
Panel beater, first class .. .. .	281 0	287 6	278 0
Panel beater, second class .. .. .	275 6	282 0	272 6
Panel edge turner .. .. .	266 0	272 6	263 0
Panel fixer, metal .. .. .	258 0	264 6	255 0
Panel machinist (other) .. .. .	257 0	263 6	254 0
Panel worker, dent knocker and/or metal finisher .. .. .	275 6	282 0	272 6
Paster (trim) .. .. .	259 0	265 6	256 0
Petrol tank operative .. .. .	259 0	265 6	256 0
Pickler .. .. .	257 0	263 6	254 0
Plate glass beveller .. .. .	271 0	277 6	268 0
Plate glass cutter .. .. .	271 0	277 6	268 0
Plate glass driller .. .. .	271 0	277 6	268 0
Plate glass grinder .. .. .	254 6	261 0	251 6
Pleat stuffer .. .. .	257 0	263 6	254 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs .. .. .	266 0	272 6	263 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure) .. .. .	267 0	273 6	264 0
Press operator's assistant directly assisting at press (over 400 tons pressure) .. .. .	251 0	257 6	248 0
Press operator (light) .. .. .	256 0	262 6	253 0
Process worker .. .. .	251 0	257 6	248 0
Riveter on motor truck or wagon body .. .. .	275 6	282 0	272 6
Riveter, chassis .. .. .	261 0	267 6	258 0
Riveter, other (up to and including $\frac{3}{8}$ -in. rivet) .. .. .	258 0	264 6	255 0
Rotary buff operator—			
(a) While doing dent knocking .. .. .	275 6	282 0	272 6
(b) While not doing dent knocking on the line .. .. .	268 0	274 6	265 0
Rotary shearing machinist .. .. .	266 0	272 6	263 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork) .. .. .	253 0	259 6	250 0
Screwer and/or tapper .. .. .	252 6	259 0	249 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
<b>MALES—continued.</b>			
<b>Production—continued.</b>			
Shot and/or sandblast operator (where adequately protected)	257 0	263 6	254 0
Smith tradesmen	282 6	289 0	279 6
Solderer, "on the line"	275 6	282 0	272 6
Solderer not "on the line"	268 0	274 6	265 0
Solderer (on other than body work)	268 0	274 6	265 0
Spotter and/or toucher-up	275 6	282 0	272 6
Spray painter (see "Painter, spray")			
Spring fitter	281 0	287 6	278 0
Spring maker, cushion and squab	275 6	282 0	272 6
Spring maker, laminated	281 0	287 6	278 0
Spring maker, spiral (by hand)	266 6	273 0	263 6
Spring service worker	257 0	263 6	254 0
Squab and/or cushion maker	275 6	282 0	272 6
Stopper-up	261 0	267 6	258 0
Stove attendant, electric	258 0	264 6	255 0
Strap maker	257 0	263 6	254 0
Stretching machine operator	258 0	264 6	255 0
Striker	252 0	258 6	249 0
Tapper (see "Screw and/or tapper").			
Tester	257 0	263 6	254 0
Timber kiln attendant	249 0	255 6	246 0
Timber orderman	256 0	262 6	253 0
Timber stacker	250 0	256 6	247 0
Toucher-up (see "Spotter and/or toucher-up").			
Transfer grainer	260 0	266 6	257 0
Trimmer, sectional (on the line)	271 0	277 6	268 0
Trimmer, sectional (off line)	266 0	272 6	263 0
Trimmer, tradesman (including cutter by hand)	275 6	282 0	272 6
Tube maker	254 6	261 0	251 6
Tyre fitter	254 6	261 0	251 6
Uni-shear operator	257 0	263 6	254 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyccoman	260 0	266 6	257 0
Washer using phenyl, petrol, kerosene, &c.	252 0	258 6	249 0
Welder, "A" grade	284 6	291 0	281 6
Welder, "B" grade	277 0	283 6	274 0
Welder, federal aluminium	268 0	274 6	265 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	268 0	274 6	265 0
Welder, electric spot and butt	258 0	264 6	255 0
Wet rubber and/or polisher (paint)	262 0	268 6	259 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	275 6	282 0	272 6
Wood machinist, second class	266 0	272 6	263 0
Writer	281 0	287 6	278 0
<b>Horse-drawn Vehicles.</b>			
Axle maker	275 6	282 0	272 6
Axle turner	275 6	282 0	272 6
Grainer	275 6	282 0	272 6
Nave mortise and boring machinist	256 0	262 6	253 0
Nave turner	269 0	275 6	266 0
Signwriter	275 6	282 0	272 6
Spoke lather	269 0	275 6	266 0
Spoke planer	269 0	275 6	266 0
Spoke tenoner	269 0	275 6	266 0
Spoke throater	269 0	275 6	266 0
Timber bender	269 0	275 6	266 0
Wheelwright and wheel maker	275 6	282 0	272 6
(All other classifications as prescribed for in other Sections.)			
<b>Rolling Stock.</b>			
Body maker	281 0	287 6	278 0
Fitzman	266 6	273 0	263 6
Wheel grinder	266 6	273 0	263 6
Wheel turner	281 0	287 6	278 0
(All other classifications as prescribed for in other Sections.)			
<b>Miscellaneous (Wherever Employed).</b>			
Acetylene generator operator in charge of installation	261 0	267 6	258 0
Driver of chassis and/or new vehicle	255 0	261 6	252 0
Case maker	254 6	261 0	251 6
Case repairer	251 0	257 6	248 0

The rates in clause 2 include war loadings.

**FEMALES.**

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 40 Hours.
	£ s. d.
Under one month's experience .. .. .	8 11 6
All others .. .. .	9 7 6
(b) The rates payable to female under the age of 21 years shall be :—	
For the first six months .. .. .	5 1 6
For the second six months .. .. .	5 19 0
Thereafter until 21 years of age .. .. .	6 16 6

**APPRENTICES.**

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—

- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
- (ii) Trimmer (Production).
- (iii) Axle maker.
- (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

- (i) Electrical fitter.
- (ii) Electrical mechanic.
- (iii) Electro-plater, first class.
- (iv) Fitter and/or turner.
- (v) Metal machinist, first class.
- (vi) Pattern maker.
- (vii) Welder (first class only).
- (viii) Body maker, first class.
- (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
- (x) Tradesman panel worker and panel beater (first class).
- (xi) Trimmer, development and/or repair work.
- (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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

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

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

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

(g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

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

*Wages.*

## (A) (a) Apprentices—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Five-year terms—</b>			
First year .. .. .	65 0	66 6	64 0
Second year .. .. .	90 6	93 0	89 0
Third year .. .. .	120 6	124 0	119 0
Fourth year .. .. .	190 0	195 6	187 6
Fifth year .. .. .	235 0	241 6	232 0
<b>Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>			
First year .. .. .	74 0	76 0	73 0
Second year .. .. .	120 6	124 0	119 0
Third year .. .. .	190 0	195 6	187 6
Fourth year .. .. .	235 0	241 6	232 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Sick Leave, Public Holidays, and Annual Leave.*

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

*Hours.*

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

*Overtime and Shift Work.*

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services shall not be deemed to begin until the said additional day or days shall have been served provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(o) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

(q) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

**MALE JUNIOR WORKERS.**

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following :—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age .. .. .	2 17 0	2 18 6	2 16 0
16 years of age .. .. .	4 1 0	4 3 0	4 0 0
17 years of age .. .. .	5 9 6	5 12 6	5 8 0
18 years of age .. .. .	6 18 0	7 1 6	6 16 0
19 years of age .. .. .	8 13 0	8 18 0	8 11 0
20 years of age .. .. .	10 8 6	10 14 0	10 6 0

Provided that the rate payable to any employee shall not be less than 20s.

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.







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[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 724 of the 27th July, 1951, shall be replaced by the following clause:—

#### JUNIORS.

WAGES PER WEEK OF 40 HOURS.

2. (a)

*Woollen and Worsted Sections.*

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age .. .. .	37	4 6 0	Under 16 years of age .. .. .	49	4 5 6
16 years of age .. .. .	43	5 0 0	At 16 years of age .. .. .	54	4 14 0
16½ years of age .. .. .	47	5 9 6	At 16½ years of age .. .. .	61	5 6 6
17 years of age .. .. .	51	5 19 0	At 17 years of age .. .. .	66	5 15 0
17½ years of age .. .. .	56	6 10 6	At 17½ years of age .. .. .	72	6 5 6
18 years of age .. .. .	67	7 16 0	At 18 years of age .. .. .	77	6 14 6
18½ years of age .. .. .	74	8 12 6	At 18½ years of age .. .. .	83	7 5 0
19 years of age .. .. .	80	9 6 6	At 19 years of age .. .. .	89	7 15 6
19½ years of age .. .. .	90	10 9 6	At 19½ years of age .. .. .	95	8 6 0
20 years of age .. .. .	95	11 1 6	At 20 years of age .. .. .	100	8 14 6
20½ years of age .. .. .	100 plus 1s.	11 14 0	At 20½ years of age .. .. .	100 plus 7s.	9 1 6

**JUNIORS—continued.**  
**WAGES PER WEEK OF 40 HOURS—continued.**  
*Other Sections.*

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age .. .. .	37	4 6 0	Under 16 years of age .. .. .	49	4 5 6
16 years of age .. .. .	43	5 0 0	At 16 years of age .. .. .	54	4 14 0
16½ years of age .. .. .	47	5 9 6	At 16½ years of age .. .. .	60	5 4 6
17 years of age .. .. .	51	5 19 0	At 17 years of age .. .. .	66	5 15 0
17½ years of age .. .. .	56	6 10 6	At 17½ years of age .. .. .	73	6 7 6
18 years of age .. .. .	67	7 16 0	At 18 years of age .. .. .	78	6 16 0
18½ years of age .. .. .	74	8 12 6	At 18½ years of age .. .. .	84	7 6 6
19 years of age .. .. .	80	9 6 6	At 19 years of age .. .. .	89	7 15 6
19½ years of age .. .. .	90	10 9 6	At 19½ years of age .. .. .	96	8 7 6
20 years of age .. .. .	95	11 1 6	At 20 years of age .. .. .	100	8 14 6
20½ years of age .. .. .	100	11 13 0			

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

OTHER EMPLOYEES.

ADULT MALES.

*Woolen and Worsted Section.*

(d)

—	Wages per Week of 40 Hours.
	£ s. d.
<b>Wool Sorting Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 8 0
Wool sorter .. .. .	14 3 0
<b>Wool Store, Wool Scouring and Carbonising Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Neutraliser attendant overlooking bowls in carbonising plant .. .. .	13 7 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls .. .. .	13 7 6
Neutraliser attendant .. .. .	13 2 0
Acid bowl attendant .. .. .	13 2 0
Burr crushing machine attendant .. .. .	13 0 0
Dryer attendant .. .. .	13 0 0
Trucker, presser and storeman and/or packer substantially employed as such .. .. .	13 0 0
Dock hand .. .. .	13 0 0
All other machine operators and/or attendants (including breaker and feeder) .. .. .	13 0 0
<b>Waste and/or Willeying Process—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Leading hand .. .. .	13 7 0
Blender, bedder and blend oiler .. .. .	13 1 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant .. .. .	13 0 0
Waste-sorter, baler and presser, including presser of noils .. .. .	13 0 0
Collector, conveyor and other attendant .. .. .	13 0 0
<b>Carding Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Leading hand, head fettler, and/or man responsible for grinding cards .. .. .	13 7 0
Fettler and/or card grinder's assistant .. .. .	13 2 0
Attendant employed on condensers or cans .. .. .	13 0 0
Man employed on feeds .. .. .	13 0 0
<b>Combing Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Leading hand .. .. .	13 7 0
Comb mechanic .. .. .	13 4 0
Comb minder .. .. .	13 2 0
Backwash machine operator .. .. .	13 2 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant .. .. .	13 0 0
<b>Pin Setting Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 8 0
<b>Pin setter—</b>	
1st year's experience .. .. .	12 15 0
2nd year's experience .. .. .	13 1 0
Thereafter—	
Comb circle and/or French comb cylinder setter .. .. .	14 3 0
Faller pin setter and/or porcupine setter .. .. .	13 14 0
<b>Roller Covering Department—</b>	
<b>Roller coverer—</b>	
1st year's experience .. .. .	12 13 0
2nd year's experience .. .. .	12 19 0
Thereafter .. .. .	13 11 0
Roller coverer's assistant .. .. .	12 13 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Woolen and Worsted Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<b>Drawing, Spinning, Twisting and Winding (including Weft) Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Leading hand .. .. .	13 7 0
Jobber .. .. .	13 4 0
Winder (fully automatic) .. .. .	13 2 0
Winder .. .. .	13 0 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant	13 0 0
Tape hand .. .. .	14 0 0
Taker-off examiner .. .. .	13 0 0
Doffer .. .. .	12 9 0
<b>Mule Spinning Department—</b>	
<b>Worsted :—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Man in charge of one pair of mules .. .. .	13 10 0
Roller coverer (covering rollers for mule and French spinning department)	13 0 0
Piecer .. .. .	13 0 0
<b>Woolen :—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Man in charge of one pair of mules .. .. .	13 7 0
Piecer .. .. .	13 0 0
<b>Warping Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Combined warping and sizing machine operator .. .. .	13 8 0
Fancy warper, warper on double-faced rugs, warper using waving attachment	13 8 0
Plain warper and/or beamer .. .. .	13 2 0
Size machine hand .. .. .	13 0 0
Cresler .. .. .	12 12 0
<b>Warp Drawing-in and Warp Twisting-in Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Warp typing machine operator .. .. .	13 0 0
<b>Drawer and/or twister-in—</b>	
1st year's experience .. .. .	12 12 0
2nd year's experience .. .. .	12 19 0
<b>Thereafter—</b>	
Drawer-in .. .. .	13 14 0
Twister-in .. .. .	13 8 0
Warp tier .. .. .	12 16 0
<b>Weaving Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 8 0
<b>Loom tuner—</b>	
<b>Jacquard looms—</b>	
1st year's experience .. .. .	12 16 0
2nd year's experience .. .. .	13 3 0
Thereafter .. .. .	14 3 0
<b>Box looms—</b>	
1st year's experience .. .. .	12 16 0
2nd year's experience .. .. .	13 3 0
Thereafter .. .. .	14 3 0
<b>Automatic looms—</b>	
1st year's experience .. .. .	12 16 0
2nd year's experience .. .. .	13 2 0
Thereafter .. .. .	14 0 0
<b>Plain looms—</b>	
1st year's experience .. .. .	12 13 0
2nd year's experience .. .. .	13 1 0
Thereafter .. .. .	13 17 0
Pattern weaver .. .. .	13 11 0
<b>Weaver—</b>	
First six months' experience .. .. .	12 16 0
Thereafter .. .. .	13 3 0
Card and/or chain maker .. .. .	13 0 0
Beam lifter and loom gaiter .. .. .	13 0 0
Grey percher .. .. .	13 0 0
Grey percher's assistant .. .. .	12 15 0
Piece taker-in .. .. .	12 15 0
Battery filler .. .. .	12 9 0
<b>Piece Scouring Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Leading hand .. .. .	13 7 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator	13 2 0
Wet crabber operator .. .. .	13 2 0
Hydro extractor operator .. .. .	13 0 0
Piece scutching machine attendant .. .. .	13 0 0
Mangle and/or wringer operator .. .. .	13 0 0
Grey room attendant .. .. .	13 0 0
Bagging machine attendant .. .. .	13 0 0
<b>Dyeing, Yarn Scouring and/or Bleaching Department—</b>	
Assistant foreman and/or overlooker .. .. .	13 18 0
Leading hand .. .. .	13 7 0
Man responsible for weighing dye-stuffs .. .. .	13 -3 0
Man employed on non-shrink process .. .. .	13 2 0
Wet crabber operator .. .. .	13 2 0
Hydro extractor operator .. .. .	13 0 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant	13 0 0
Conditioning house employee (wherever employed) .. .. .	12 16 0
Conveyor .. .. .	12 16 0
Hank stripper .. .. .	12 9 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Woolen and Worsted Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<b>Finishing Department—</b>	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Sulphur house hand (for time engaged on sulphur house work)	13 5 0
Examiner of finished cloth	13 5 0
Examiner of finished cloth assistant	12 19 0
Percher during finishing process	13 3 0
Piece carboniser	13 2 0
Man engaged on unshrinkable finishing process	13 2 0
Cloth cutting or cropping machine attendant	13 2 0
Wet crabber operator	13 2 0
Dry milling machine attendant	13 0 0
Tenter and/or stenter attendant	13 0 0
Raising machine attendant	13 0 0
Brushing and/or steaming machine attendant	13 0 0
Dry blowing machine attendant	13 0 0
Dewing machine attendant	13 0 0
Napping machine attendant	13 0 0
Cloth facing machine attendant	13 0 0
Selvedge stamping machine attendant	13 0 0
Pile heating machine attendant	13 0 0
Electric press operator	13 0 0
Rotary press operator	13 0 0
Press setter or other press attendant	13 0 0
Rigging, folding and/or cutting machine attendant	13 0 0
Tiger machine attendant	13 0 0
Mechanical cloth shrinking machine attendant	12 17 0
Passer of domestic flannel and/or blankets	13 0 0
Other operators and/or attendants	13 0 0
<b>Fingering Yarn Department—</b>	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Sulphur house employee (for time on sulphur house work)	13 5 0
Scouring machine attendant	13 0 0
Liquor tank, dye and/or bleach machine attendant	13 0 0
Drying machine attendant	13 0 0
Conditioning house employee (wherever employed)	12 16 0
Conveyor	12 16 0
Hank stripper and/or puller	12 9 0
<b>Warehouse (Yarn and/or Cloth)—</b>	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Rolling and/or blocking machine attendant	13 0 0
Employee responsible for cutting measured lengths from finished cloth	13 0 0
Storeman, packer, baler and/or despatcher	13 0 0
<b>General—</b>	
Man in charge water softening plant	13 2 0
Wool-top packer	13 1 0
Yarn storeman	13 0 0
Recorder	13 0 0
Storeman and/or packer (not elsewhere included)	13 0 0
Oiler and/or cleaner	12 16 0
Other adult males in any section not elsewhere included	11 16 0
<b>Cotton Section.</b>	
<b>Leading hands—</b>	
Leading hand in charge of more than seven employees—10s. per week extra	
Leading hand in charge of not more than seven employees—5s. per week extra	
<b>Spinning.</b>	
<b>Bale store—</b>	
Man in charge of receipt of bales, storage and putting mixings down	12 17 0
All other adult males	12 9 0
<b>Blow room—</b>	
Blow room major	13 11 0
Leading hand where no blow-room major employed	13 6 0
Scouter tenter	13 1 0
Feeder	12 15 0
<b>Carding—</b>	
Card room jobber	13 11 0
Stripper and grinder	13 6 0
Stripper	13 0 0
Derby doubler	13 0 0
Condenser tenter	13 0 0
Can tenter	13 0 0
Lap carrier	12 16 0
<b>Combing—</b>	
<b>Needler—</b>	
1st year's experience	12 15 0
2nd year's experience	13 1 0
Thereafter	13 13 0
Jobber	13 11 0
Comber tenter	13 0 0
Sliver and/or ribbon lap tenter	12 16 0
<b>Draw frames—</b>	
Draw-frame tenter	12 16 0



## OTHER EMPLOYEES—continued.

## ADULT MALES—continued.

## Cotton Section—continued.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Weaving—continued.</i>		
Plain loom tuner—		
1st year's experience	.. .. .	13 0 0
2nd year's experience	.. .. .	13 6 0
Thereafter	.. .. .	13 11 0
Weaving—		
Weavers—		
1st six months' experience	.. .. .	12 16 0
Thereafter	.. .. .	13 3 0
Beam lifter and loom gaiter	.. .. .	13 0 0
Battery-filler and/or weft carrier	.. .. .	12 9 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—		
Dye house storeman	.. .. .	12 17 0
Grey-room warehouseman	.. .. .	13 0 0
Dye house machine operator and/or attendant	.. .. .	13 0 0
Sanforising machine attendant	.. .. .	13 0 0
Plaiter	.. .. .	13 0 0
All other bleach house and/or finishing machine operators and/or attendants	.. .. .	13 0 0
General—		
Cloth warehouseman (in charge of finished cloth)	.. .. .	13 11 0
Cloth warehouseman	.. .. .	12 16 0
Card and/or chain maker	.. .. .	13 0 0
Cloth picker	.. .. .	12 16 0
Recorder	.. .. .	12 18 0
Yarn warehouseman	.. .. .	12 16 0
Cloth examiner—finished cloth	.. .. .	13 4 0
Splicer and creeler	.. .. .	12 12 0
Oiler and/or cleaner	.. .. .	12 16 0
Machine operator and/or attendant not elsewhere specified	.. .. .	13 0 0
Adult males in any section not elsewhere specified	.. .. .	12 16 0
<i>Miscellaneous Section.</i>		
Braids, Tassels, Labels, and Ribbons.		
Leading hand in charge of more than seven employees—10s. per week extra.		
Leading hand in charge of not more than seven employees—5s. per week extra.		
Loom tuner—		
1st year's experience	.. .. .	13 6 0
2nd year's experience	.. .. .	13 11 0
Thereafter	.. .. .	13 17 0
Jacquard card cutter—		
1st year's experience	.. .. .	13 6 0
2nd year's experience	.. .. .	13 11 0
Thereafter	.. .. .	13 17 0
Card handler and/or changer	.. .. .	13 0 0
Weaver—		
1st six months' experience	.. .. .	12 16 0
Thereafter	.. .. .	13 3 0
Warper	.. .. .	13 2 0
Twister-in	.. .. .	13 2 0
Braiding machine operator	.. .. .	13 0 0
All other machine operators and/or attendants	.. .. .	13 0 0
Oiler and/or cleaner	.. .. .	12 16 0
Winder	.. .. .	13 0 0
Recorder	.. .. .	12 16 0
Storeman and/or packer	.. .. .	12 12 0
Cord twister	.. .. .	13 0 0
Cord spinner	.. .. .	13 0 0
Other adult males not elsewhere specified	.. .. .	11 16 0
<i>Carpets.</i>		
Leading hand in charge of more than seven employees—10s. per week extra.		
Leading hand in charge of not more than seven employees—5s. per week extra.		
Yarn Production Department—		
Man in charge of one pair of spinning mules	.. .. .	13 7 0
Card fettle	.. .. .	13 2 0
Teasing machine attendant	.. .. .	13 0 0
Garnet machine attendant	.. .. .	13 0 0
Attendant employed on condensers and/or feeds	.. .. .	13 0 0
Piecer	.. .. .	13 0 0
Dye house—		
Leading hand	.. .. .	13 5 0
Machines operator and/or attendant	.. .. .	13 0 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Miscellaneous Section—*continued.*

	Wages per Week of 40 Hours.
	£ s. d.
<i>Carpets—continued.</i>	
Winding department—	
Leading hand in winding .. .. .	13 7 0
Slasher size hand .. .. .	13 5 0
Beamer .. .. .	12 17 0
Bobbin winder .. .. .	12 17 0
Cheese winder .. .. .	12 17 0
Weaving department—	
Loom tuner—	
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—	
1st year's experience .. .. .	12 16 9
2nd year's experience .. .. .	13 5 0
Thereafter .. .. .	14 3 0
Wilton plain loom—	
1st year's experience .. .. .	12 13 0
2nd year's experience .. .. .	13 2 0
Thereafter .. .. .	13 17 0
Weavers—	
Gripper loom, spool gripper loom and spool Axminster loom—	
1st six months' experience .. .. .	12 19 0
2nd six months' experience .. .. .	13 5 0
Thereafter .. .. .	13 11 0
Wilton, jacquard loom—	
1st six months' experience .. .. .	12 19 0
2nd six months' experience .. .. .	13 5 0
Thereafter .. .. .	13 9 0
Wilton plain loom .. .. .	13 3 0
Loom creeler .. .. .	12 13 0
Finishing department—	
Shearing machine .. .. .	13 1 0
Brushing .. .. .	12 17 0
Steaming machine .. .. .	12 17 0
Roll and measuring machine .. .. .	12 17 0
Back starching .. .. .	12 17 0
Other machine operator and/or attendant .. .. .	12 17 0
Warehouse—	
Leading hand in warehouse .. .. .	13 7 0
Other warehousemen .. .. .	12 16 0
General—	
Solderer .. .. .	13 0 0
Card stamper .. .. .	13 0 0
Oiler and cleaner .. .. .	12 16 0
Other male labour not elsewhere specified .. .. .	11 16 0
<i>Elastic Webbing.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Loom tuner—	
1st year's experience .. .. .	13 6 0
2nd year's experience .. .. .	13 11 0
Thereafter .. .. .	13 17 0
Textile mechanic—	
1st year's experience .. .. .	12 16 0
2nd year's experience .. .. .	13 1 0
Thereafter .. .. .	13 7 0
Weaver—	
1st six months' experience .. .. .	12 17 0
2nd six months' experience .. .. .	13 3 0
Thereafter .. .. .	13 6 0
Braider—	
1st year's experience .. .. .	12 17 0
2nd year's experience .. .. .	13 3 0
Thereafter .. .. .	13 6 0
Rubber—coverer—	
1st year's experience .. .. .	12 17 0
2nd year's experience .. .. .	13 1 0
Thereafter .. .. .	13 3 0
Warper .. .. .	13 2 0
Rubber warper .. .. .	13 3 0
Dye house employees .. .. .	13 0 0
Winder .. .. .	12 18 0
Finishing machine operator .. .. .	13 0 0
Yarn storeman .. .. .	12 16 0
Storeman, packer and/or despatcher .. .. .	12 12 0
Oiler and/or cleaner .. .. .	12 16 0
Other adult male not elsewhere specified .. .. .	11 16 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
<i>Mercerising.</i>	
£ s. d.	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Warp mercerising—	
Man in charge .. .. .	13 8 0
Machine operator and/or attendant .. .. .	13 0 0
Quiller operator and/or attendant .. .. .	12 18 0
Twister .. .. .	13 0 0
Reller .. .. .	12 18 0
Winder .. .. .	12 18 0
Yarn storeman .. .. .	12 16 0
Packer and/or despatcher .. .. .	13 0 0
Oiler and/or cleaner .. .. .	12 16 0
Other adult males not elsewhere specified .. .. .	11 16 0
<i>Printing.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Roller machine printer .. .. .	13 11 0
Man engraving designs on copper rollers .. .. .	13 11 0
All other employees engaged on roller machine printing process .. .. .	13 0 0
Textile and fabric printer (hand painting) .. .. .	13 6 0
Textile and fabric printer (screen printing)—	
1st six months' experience .. .. .	12 13 0
Thereafter .. .. .	13 3 0
Printing room and/or screen room assistant .. .. .	12 12 0
Measuring blocking machine operator and/or attendant .. .. .	13 0 0
Calendar operator and/or attendant .. .. .	13 0 0
Dye-house—machine operator and/or attendant .. .. .	13 0 0
Stenter operator and/or attendant .. .. .	13 0 0
Festoon dryer attendant .. .. .	13 0 0
Leading hand employed on steaming .. .. .	13 6 0
Leading hand employed on colour mixing .. .. .	13 6 0
Colour mixing assistants .. .. .	12 16 0
Warehouse—operator and/or attendant .. .. .	12 16 0
Roller grinder .. .. .	13 0 0
Examiner of finished fabrics .. .. .	13 0 0
Recorder .. .. .	12 16 0
Storeman and/or packer .. .. .	12 12 0
Percher .. .. .	13 0 0
Oiler and/or cleaner .. .. .	12 16 0
Other adult males not elsewhere specified .. .. .	11 16 0

ADULT FEMALES.

(e)

Woollen and Worsted Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Combing department—			
Comb minder .. .. .	8 17 0	9 3 6	9 10 0
Back-wash machine attendant .. .. .	8 17 0	9 3 6	9 10 0
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant .. .. .	8 17 0	9 3 0	9 9 0
Drawing, spinning, twisting and winding (including weft) department—			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant .. .. .	8 17 0	9 3 0	9 9 0
Winder (fully automatic) .. .. .	8 17 0	9 3 6	9 10 0
Winder .. .. .	8 17 0	9 3 0	9 9 0
Roller-coverer (covering rollers for mules and french spinning department) .. .. .	8 17 0	9 3 0	9 9 0
Taker-off and examiner .. .. .	8 17 0	9 3 0	9 9 0
Doffer .. .. .	8 17 0	9 0 0	9 3 0
Warping department—			
Fancy warper, warper on double-faced rugs and warper using waving attachment .. .. .	8 17 0	9 6 0	9 15 0
Plain warper .. .. .	8 17 0	9 4 6	9 12 0
Creeler .. .. .	8 17 0	9 3 0	9 9 0
Warp drawing-in and warp twisting-in department—			
Warp tier and/or reacher-in .. .. .	8 17 0	9 3 0	9 9 0
Weaving department—			
Pattern weaver .. .. .	10 2 0	10 2 0	10 2 0
Weaver .. .. .	8 17 0	9 6 0	9 15 0
Battery filler .. .. .	8 17 0	9 0 0	9 3 0
Mending department—			
Assistant forewoman .. .. .	10 12 0	10 12 0	10 12 0



OTHER EMPLOYEES—*continued.*  
ADULT FEMALES—*continued.*  
Woolen and Worsted Section—*continued.*

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Mending department— <i>continued.</i>			
Examiner and passer of pieces after mending .. .. .	9 9 0	9 10 0	10 2 0
Worsted mender and/or darning .. .. .	9 6 0	9 6 0	9 15 0
Other menders and/or darners .. .. .	8 17 0	9 4 0	9 12 0
Other examiners and/or passers of pieces .. .. .	8 17 0	9 3 0	9 9 0
Knottter and burler .. .. .	8 17 0	9 3 0	9 9 0
Picker .. .. .	8 17 0	9 3 0	9 9 0
Whipping machinist .. .. .	8 17 0	9 3 0	9 9 0
Rug fringer .. .. .	8 17 0	9 3 0	9 9 0
Numbering machine operator .. .. .	8 17 0	9 3 0	9 9 0
Fingering yarn department (including warehouse)—			
Hank reeler .. .. .	8 17 0	9 3 0	9 9 0
Examiner of hanks .. .. .	8 17 0	9 3 0	9 9 0
Balling machine attendant .. .. .	8 17 0	9 3 0	9 9 0
Maker-up of shade-cards and/or tassels .. .. .	8 17 0	9 3 0	9 9 0
Buncher, bundler and/or tier .. .. .	8 17 0	9 1 6	9 6 0
Parceller and/or boxer .. .. .	8 17 0	9 3 0	9 9 0
Ticketter and/or tabber .. .. .	8 17 0	9 1 6	9 6 0
Warehouse (Yarn and/or cloth)—			
Machine operator and/or attendant .. .. .	8 17 0	9 3 0	9 9 0
Other warehouse employees, including packer .. .. .	8 17 0	9 0 0	9 3 0
General—			
Recorder .. .. .	8 17 0	9 3 0	9 9 0
Sorter of noils and/or waste .. .. .	8 17 0	9 3 0	9 9 0
All other females in any section not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0

Cotton Section.

Carding—			
Can tenter .. .. .	8 17 0	9 3 6	9 9 0
Combing—			
Comber tenter .. .. .	8 17 0	9 3 6	9 9 0
Sliver and/or ribbon lap tenter .. .. .	8 17 0	9 2 0	9 7 0
Drawing—			
Draw frame tenter .. .. .	8 17 0	9 3 0	9 9 0
Slubbers—			
Slubber tenter .. .. .	8 17 0	9 3 0	9 9 0
Back tenter .. .. .	8 17 0	9 0 0	9 3 0
Intermediate —			
Intermediate tenter .. .. .	8 17 0	9 3 0	9 9 0
Back tenter .. .. .	8 17 0	9 0 0	9 3 0
Rovers—			
Rover tenter .. .. .	8 17 0	9 3 0	9 9 0
Back tenter .. .. .	8 17 0	9 0 0	9 3 0
Ring spinning—			
Head doffer .. .. .	9 9 0	9 9 0	9 9 0
Ring spinner .. .. .	8 17 0	9 3 0	9 9 0
Doffer and/or gainer .. .. .	8 17 0	9 0 0	9 3 0
Winding and/or reeling—			
Winder and/or reeler .. .. .	8 17 0	9 3 0	9 9 0
Automatic winding machine attendant .. .. .	8 17 0	9 2 6	9 8 0
Doubling and cabling—			
Doubler, twister and/or cabler .. .. .	8 17 0	9 3 0	9 9 0
Doffer .. .. .	8 17 0	9 0 0	9 3 0
General—			
Roller-coverer .. .. .	8 17 0	9 3 0	9 9 0
Roller-coverer's assistant .. .. .	8 17 0	9 0 0	9 3 0
Recorder .. .. .	8 17 0	9 3 0	9 9 0
Yarn tester and/or wrapper .. .. .	8 17 0	9 1 6	9 6 0
Packer .. .. .	8 17 0	9 0 0	9 3 0
Adult females in any section not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0

Weaving.

Winding—			
Winder .. .. .	8 17 0	9 3 0	9 9 0
Automatic winding machine attendant .. .. .	8 17 0	9 2 6	9 8 0
Warping and beaming—			
Warper and/or beamer .. .. .	8 17 0	9 3 0	9 12 0
Creeler .. .. .	8 17 0	9 0 0	9 3 0
Warp drawing-in—			
Drawer-in .. .. .	9 3 0	9 9 0	9 15 0
Twister-in .. .. .	9 3 0	9 9 0	9 15 0
Reacher-in .. .. .	8 17 0	9 3 0	9 9 0
Weaving—			
Weaver .. .. .	8 17 0	9 6 0	9 15 0
Battery-filler and/or weft carrier .. .. .	8 17 0	9 0 0	9 3 0
Grey room—			
Cloth examiner and picker .. .. .	8 17 0	9 3 0	9 9 0
Machine operators .. .. .	8 17 0	9 3 0	9 9 0
Assistant machine operators .. .. .	8 17 0	9 1 6	9 6 0

## OTHER EMPLOYEES—continued.

## ADULT FEMALES—continued.

## Cotton Section—continued.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<i>Weaving—continued.</i>			
Warehouse—			
Warehouse employee .. .. .	8 17 0	9 0 0	9 3 0
Packer, Parceller and/or despatcher .. .. .	8 17 0	9 3 0	9 9 0
Cloth examiner—finished cloth .. .. .	9 5 0	9 10 0	10 2 0
Folding, rolling or block machine attendant .. .. .	8 17 0	9 3 0	9 9 0
Automatic guillotine attendant .. .. .	8 17 0	9 3 0	9 9 0
Folders and feeders .. .. .	8 17 0	9 0 0	9 3 0
Warehouse machinists .. .. .	8 17 0	9 3 0	9 9 0
Warehouse finishers .. .. .	8 17 0	9 3 0	9 9 0
Decouon attendants .. .. .	8 17 0	9 3 0	9 9 0
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller) .. .. .	8 17 0	9 3 0	9 9 0
General—			
Recorder .. .. .	8 17 0	9 3 0	9 9 0
Splicer and creeler .. .. .	8 17 0	9 0 0	9 3 0
Hand wash women .. .. .	8 17 0	9 3 0	9 9 0
Adult females in any section not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0

*Miscellaneous Section.*

<i>Braids, tassels, labels and ribbons—</i>			
Weaver .. .. .	8 17 0	9 4 0	9 15 0
Warper .. .. .	8 17 0	9 4 0	9 12 0
Other machine operators and/or attendants .. .. .	8 17 0	9 3 0	9 9 0
Recorder .. .. .	8 17 0	9 3 0	9 9 0
Warehouse employees, including packers .. .. .	8 17 0	9 0 0	9 3 0
Winder .. .. .	8 17 0	9 3 0	9 9 0
Finisher .. .. .	8 17 0	9 3 0	9 9 0
Cord spinner .. .. .	8 17 0	9 3 0	9 9 0
Tassel hands (cordage) .. .. .	8 17 0	9 3 0	9 9 0
Other adult females not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0
<i>Carpets—</i>			
Assistant forewomen and/or overlooker .. .. .	10 4 0	10 4 0	10 4 0
Weaver .. .. .	8 17 0	9 6 0	9 15 0
Setter and spool setter .. .. .	8 17 0	9 4 6	9 12 0
Creeler .. .. .	8 17 0	9 3 0	9 9 0
Threader .. .. .	8 17 0	9 3 0	9 9 0
Examiner and mender .. .. .	8 17 0	9 3 0	9 9 0
Card stamper and lacer .. .. .	8 17 0	9 3 0	9 9 0
Winder .. .. .	8 17 0	9 3 0	9 9 0
Whipper, fringer, trimmer and picker .. .. .	8 17 0	9 3 0	9 9 0
Other machine operators and/or attendants .. .. .	8 17 0	9 3 0	9 9 0
Other females not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0
<i>Elastic webbing—</i>			
Warper .. .. .	8 17 0	9 3 0	9 9 0
Winder .. .. .	8 17 0	9 3 0	9 9 0
Examiner and carder .. .. .	8 17 0	9 3 0	9 9 0
Tagging machine operator .. .. .	8 17 0	9 0 0	9 3 0
Packer and/or despatcher .. .. .	8 17 0	9 0 0	9 3 0
Other adult females not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0
<i>Mercerising—</i>			
Quiller operator and/or attendant .. .. .	8 17 0	9 3 0	9 9 0
Reeler .. .. .	8 17 0	9 3 0	9 9 0
Winder .. .. .	8 17 0	9 3 0	9 9 0
Packer .. .. .	8 17 0	9 0 0	9 3 0
Recorder .. .. .	8 17 0	9 3 0	9 9 0
Other adult females not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0
<i>Printing—</i>			
Technical drawer and/or designer .. .. .	8 17 0	9 3 0	9 9 0
Textile fabric printer (hand painting) .. .. .	8 17 0	9 3 0	9 9 0
Textile fabric printer (screen printing) .. .. .	8 17 0	9 0 0	9 3 0
Printing room and/or screen room assistant .. .. .	8 17 0	9 3 0	9 9 0
Examiner of finished fabrics .. .. .	8 17 0	9 3 0	9 9 0
Percher .. .. .	8 17 0	9 3 0	9 9 0
Percher's assistant .. .. .	8 17 0	9 0 0	9 3 0
Storewomen .. .. .	8 17 0	9 0 0	9 3 0
Recorder .. .. .	8 17 0	9 0 0	9 3 0
Packer and/or warehouse-woman .. .. .	8 17 0	9 0 0	9 3 0
Measuring and blocking machine operator and or attendant .. .. .	8 17 0	9 3 0	9 9 0
Other adult female employees not elsewhere specified .. .. .	8 17 0	8 17 0	8 17 0

The wages of adult females include a loading of 2s. 6d.

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



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GOVERNMENT GAZETTE.

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No. 159]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

ORGAN BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 305 of the 15th March, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Group A.	£ s. d.	£ s. d.
Organ builder .. .. .	13 16 6	13 13 6
Employee erecting, dismantling or repairing organs .. .. .	13 16 6	13 13 6
Wood worker .. .. .	13 16 6	13 13 6
Voicer .. .. .	13 16 6	13 13 6
Tuner .. .. .	13 16 6	13 13 6
Metal pipe maker .. .. .	13 16 6	13 13 6
Polisher .. .. .	13 16 6	13 13 6
Spray hand .. .. .	12 19 0	12 16 0
Employee rubbing down and/or filling and/or varnishing and/or staining .. .. .	12 19 0	12 16 0
Employees not otherwise classified .. .. .	11 12 0	11 9 0
Group B.		
LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9/- per week extra; more than ten and not more than twenty employees, 18/- per week extra; more than twenty employees 27/- per week extra.		

## EXTRA RATES.

3. (a) Employees engaged as cabinet makers, and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2/6 a week as a tool allowance.

Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

(b) The extra rates prescribed herein shall not be subject to any premium or penalty additions.

## APPRENTICES AND IMPROVERS—RATES OF PAY.

4. The following shall be the rates of pay for apprentices and improvers :—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O.; Geelong, at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Five-year Term—</b>		
1st year's experience .. .. .	65 0	64 0
2nd year's experience .. .. .	90 6	89 0
3rd year's experience .. .. .	120 6	119 0
4th year's experience .. .. .	190 0	187 6
5th year's experience .. .. .	235 0	232 0
<b>Four-year Term—</b>		
1st year's experience .. .. .	74 0	73 0
2nd year's experience .. .. .	120 6	119 0
3rd year's experience .. .. .	190 0	187 6
4th year's experience .. .. .	235 0	232 0
<i>Improvers.</i>		
Under 16 years of age .. .. .	55 0	54 0
16 and under 17 .. .. .	67 0	66 6
17 and under 18 .. .. .	90 6	89 0
18 and under 19 .. .. .	120 6	119 0
19 and under 20 .. .. .	190 0	187 6
20 and under 21 .. .. .	234 0	231 0

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 160]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March 1953.

RAY H. BEERS,  
Secretary for Labour.

### PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 507 of the 20th June, 1952, shall be replaced by the following clause:—

2.

#### WAGES.

APPRENTICES OR IMPROVERS.					OTHER EMPLOYEES.		
	Wages per Week.					Wages per Week.	
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
16 years of age or under ..	35	80 0	47	80 6	Operator of a camera other than—		
17 years of age ..	46	105 6	55	94 6	(i) An operator of an enlarging camera, and/or		
*18 years of age ..	62	142 0	69	118 6	(ii) An operator making copy negatives from flat originals—		
*19 years of age ..	78	178 6	82	140 6	*21 years of age ..	235 0	183 6
*20 years of age ..	97	222 0	94	161 0	*22 years of age ..	249 0	212 0
					23 years of age or over ..	271 0	234 6
					Artists colouring or working up ..	250 6	181 0
					Retouchers .. ..	254 6	187 0
					Printers or developers—		
					(a) Developing plates or films exposed by amateurs, or		
					(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives .. ..	254 6	182 6
					Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	254 6	196 0
					All others (including spotters) ..	248 0	172 6

\* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

PLAN

1. [Illegible text]

2. [Illegible text]

3. [Illegible text]

4. [Illegible text]

5. [Illegible text]

6. [Illegible text]

7. [Illegible text]

8. [Illegible text]

9. [Illegible text]

10. [Illegible text]

11. [Illegible text]

12. [Illegible text]

13. [Illegible text]

14. [Illegible text]

15. [Illegible text]

16. [Illegible text]



# VICTORIA GOVERNMENT GAZETTE.

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No. 161]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 999 of the 28th September, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.	
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		
		<i>s. d.</i>		<i>s. d.</i>		
16 years of age and under .. .. .	45	103 0	60	103 0	Adult Males— <i>s. d.</i>	
17 years of age .. .. .	54	123 6	66	113 0	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room .. .. . 256 6	
18 years of age .. .. .	67	153 6	72	123 6	All others .. .. . 248 6	
19 years of age .. .. .	81	185 6	78	134 0	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.	
20 years of age .. .. .	96	220 0	90	154 6	Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.					If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.					Adult females .. .. . <i>s. d.</i> 175 6	
PROPORTION (in any place). <i>Apprentices or Improvers.</i>					Females employed in the emulsion rooms or film coating rooms shall be paid 6s. per week in addition to the rate fixed for "adult females".	
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.					Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".	
An indenture of apprenticeship has been prescribed by the Board.					Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".	

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.







# VICTORIA GOVERNMENT GAZETTE.

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No. 162]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### PLASTERERS BOARD.

Clauses 1 and 2 of Part I, and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 542 of the 9th July, 1952, shall be replaced by the following clauses:—

#### PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or  
(ii) to employment in workshops.

#### 2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	66 6	2 8	69 2	15 years of age	29	66 6	2 8	69 2
2nd year ..	38	87 0	5 4	92 4	16 years of age	38	87 0	5 4	92 4
3rd year ..	53	121 6	8 0	129 6	17 years of age	53	121 6	8 0	129 6
4th year ..	76	174 0	10 8	184 8	18 years of age	76	174 0	10 8	184 8
5th year ..	98	224 6	13 4	237 10	19 years of age	98	224 6	13 4	237 10
6th year ..	100 plus 27s.	256 0	16 0	272 0	20 years of age	100 plus 27s.	256 0	16 0	272 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 315s. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 315s. per week of 40 hours.

Other Employees.

	Per Hour.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Men employed on swings, bosun's chairs, lifts, or any other suspended platform .. .. .	8 2	326 8
All other plasterers .. .. .	7 10½	315 0

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	66 6	2 8	69 2	15 years of age	29	66 6	2 8	69 2
2nd year ..	38	87 0	5 4	92 4	16 years of age	38	87 0	5 4	92 4
3rd year ..	53	121 6	8 0	129 6	17 years of age	53	121 6	8 0	129 6
4th year ..	76	174 0	10 8	184 8	18 years of age	76	174 0	10 8	184 8
5th year ..	98	224 6	13 4	237 10	19 years of age	98	224 6	13 4	237 10
6th year ..	100 plus 27s.	256 0	16 0	272 0	20 years of age	100 plus 27s.	256 0	16 0	272 0

PROPORTION (by any employer).  
One apprentice to every three or fraction of three workers receiving not less than 30s. 4d. per week.

PROPORTION (by any employer).  
One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 30s. 4d. per week.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Men employed on under-ground sewer or tunnel plastering .. .. .	7 9½	312 2*
All other plasterers .. .. .	7 8½	308 4*

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

\* Rates include 6s. war loading.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 163]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### PLASTIC MOULDING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 397 of the 19th April, 1951, shall be replaced by the following clauses:—

2.

#### APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	71 9	60 3	No female shall be employed until she attains the age of fifteen years.
16 years of age ..	94 6	71 9	
17 years of age ..	117 6	83 3	
18 years of age ..	151 9	106 0	
19 years of age ..	174 9	117 6	
20 years of age ..	197 9	129 0	
And thereafter the minimum wage.			

#### Proportion.

##### MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 242s. per week of 40 hours.

##### MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 242s. per week of 40 hours.

##### FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

##### FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

(a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3.

ADULT MALES.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Plastic Section.</i>		
1.	Operator on warming and/or masticating mill .. .. .	12 8 0
2.	Operator on mixing mill .. .. .	12 16 0
3.	Operator in charge of forcing or extruding machine .. .. .	12 10 0
4.	First assistant on Calender, 48 inches and over .. .. .	12 12 6
5.	First assistant on Calender under 48 inches .. .. .	12 6 0
6.	Operator in charge of Calender, 72 inches and under .. .. .	13 4 0
7.	Operator in charge of Calender over 72 inches .. .. .	13 9 0
8.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind or quantity of powder, pressure, temperature and time of curing .. .. .	13 6 0
9.	Plastic press operator (other) .. .. .	12 13 0
10.	Process worker, i.e., a person employed—	
	(a) as operator of mixing machines (other than those in item 2), ball and grinding machines, laminating and impregnating machines, pelleting machines or cutting machines ;	
	(b) in the powder room .. .. .	12 11 0
11.	Employee engaged in any operation not set out above .. .. .	12 2 0
<i>Casein Section.</i>		
12.	Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	13 6 0
13.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz. :—pressure, temperature and time of curing ..	13 6 0
14.	Plastic press operator (other) .. .. .	12 13 0
15.	Process worker, i.e., a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines .. .. .	12 11 0
16.	Employee engaged in any operation not set out above .. .. .	12 2 0

ADULT FEMALES.

		Wages per Week of 40 Hours.
		£ s. d.
All adult females .. .. .		8 16 6

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 164]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### PLATE GLASS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 693 of the 19th July, 1951, shall be replaced by the following clauses:—

#### WAGES.

2.

Adults, Journeymen or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>GROUP A.</b>		
<b>SAFETY GLASS SECTION.</b>		
<i>Males.</i>		
Cutter .. .. .	13 16 6	13 13 6
Beveller .. .. .	13 16 6	13 13 6
Employee in charge of laminating room .. .. .	13 16 6	13 13 6
Autoclave attendant .. .. .	13 9 0	13 6 0
Furnace operator .. .. .	13 9 0	13 6 0
Edge workers excluding those employed on automatic or semi-automatic machines .. .. .	13 9 0	13 6 0
Edge workers employed on automatic or semi-automatic machines .. .. .	12 19 0	12 16 0
Edge sealer .. .. .	12 19 0	12 16 0
Employee packing, unpacking or issuing glass .. .. .	12 19 0	12 16 0
<i>Females.</i>		
Females engaged on scratch polishing machines .. .. .	9 3 6	9 1 6
Females engaged in inspecting and testing .. .. .	8 19 6	8 17 6
All other work .. .. .	8 15 6	8 13 6
<b>GROUP B.</b>		
<b>OTHER GLASS SECTION.</b>		
Painter or Designer on glass .. .. .	14 3 6	14 0 6
Pencil hand embosser .. .. .	13 16 6	13 13 6
Tradesman, i.e., an employee who has completed indenture of apprenticeship or an adult employee who has been trained for not less than four years as a beveller, silverer, glazier, glass cutter, glass bender, glass blocker, scratch polisher, sand blaster .. .. .	13 16 6	13 13 6
Tradesman's assistant, i.e., an adult employee other than a tradesman who assists a tradesman, but does not do tradesman's work or is employed in checking, recording, packing or unpacking glass .. .. .	12 19 0	12 16 0
Rubber out embosser .. .. .	12 19 0	12 16 0
Cementer .. .. .	12 19 0	12 16 0
Employee turning one lead from mill for leaded light glazier .. .. .	12 19 0	12 16 0
Assistant to a silverer employed lifting and/or painting and/or cleaning silvered glass .. .. .	12 7 0	12 4 0
<b>GROUP C.</b>		
<i>Leading Hands.</i>		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.		

## APPRENTICES AND IMPROVERS—RATES OF PAY.

3. The following shall be the rates of pay for apprentices and improvers :—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Five-year Term.</i>		
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience .. .. .	65 0	64 0
2nd year's experience .. .. .	90 6	89 0
3rd year's experience .. .. .	120 6	119 0
4th year's experience .. .. .	190 0	187 6
5th year's experience .. .. .	235 0	232 0
<i>Four-year Term.</i>		
1st year's experience .. .. .	74 0	73 0
2nd year's experience .. .. .	120 6	119 0
3rd year's experience .. .. .	190 0	187 6
4th year's experience .. .. .	235 0	232 0
<i>Improvers (Males).</i>		
Under 16 years of age .. .. .	55 0	54 0
16 and under 17 .. .. .	67 0	66 6
17 and under 18 .. .. .	90 6	89 0
18 and under 19 .. .. .	120 6	119 0
19 and under 20 .. .. .	190 0	187 6
20 and under 21 .. .. .	234 0	231 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	79 0	78 0
2nd year's experience .. .. .	113 0	111 6
3rd year's experience .. .. .	151 0	149 6
4th year's experience .. .. .	173 0	171 0
(A female shall not be apprenticed until she is 16 years of age)		
<i>Female Improvers.</i>		
16 years and under .. .. .	56 6	56 0
17 years .. .. .	79 0	78 0
18 years .. .. .	113 0	111 6
19 years .. .. .	151 0	149 6
20 years .. .. .	173 0	171 0

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



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No. 165]

THURSDAY, MARCH 5.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this  
3rd day of March, 1953.

RAY H. BEERS,  
Secretary for Labour.

### PROCESS ENGRAVERS BOARD.

Clause 2, of the Determination published in *Government Gazette* No. 343 of the 22nd March, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.	Male Juniors, not being Apprentices, and Female Juniors.		
The wages and conditions of apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.	Male.		
	—	Percentage of Rate Prescribed for "Any Other Adult Male".	Total Wage Payable.
	—	%	£ s. d.
	Under 15 years of age .. .. .	22	2 14 0
	Between 15 and 16 years of age .. .. .	27	3 6 0
	Between 16 and 17 years of age .. .. .	35	4 5 6
	Between 17 and 18 years of age .. .. .	47	5 15 0
	Between 18 and 19 years of age .. .. .	59	7 4 6
	Between 19 and 20 years of age .. .. .	72	8 16 6
	Between 20 and 21 years of age .. .. .	85	10 8 0
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week, he shall be paid <i>pro rata</i> for the hours worked by him.			
	Female.		
—	Percentage of an Adult Female Rate of £9 15s. 0d. (Adjustable).	Total Wage Payable.	
—	%	£ s. d.	
First year's experience .. .. .	30	2 18 6	
Second year's experience .. .. .	40	3 18 0	
Third year's experience .. .. .	50	4 17 6	
Fourth year's experience .. .. .	60	5 17 6	
Fifth year's experience .. .. .	75	7 6 6	
And thereafter the minimum wage prescribed for females for the class of work which she is doing.			
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.			
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.			

(b) Other Employees.				
Male.	Per Week.	Female.	Per Week.	
	£ s. d.		£ s. d.	
(i) Photo Engraving—		A female employee in charge of or who supervises, directs or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) .. 9 19 6 (b) from 9 to 15 employees (both inclusive) .. 10 11 0 (c) over 15 employees .. 10 18 6 Female employee not otherwise specified .. 9 4 0  <i>Female to be Paid Male Rate.</i>  Where a female is employed to do any work specifically named or described or of the class mentioned in the classification for a male, she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work (other than the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c),) which, at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed; provided further that this clause shall not apply to any individual employee in respect of the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c), which, at 22nd February, 1942, was being done by her.		
(a) Artist and/or designer .. .. .	14 13 6			
(b) Camera operator .. .. .	14 13 6			
(c) Half-tone etcher .. .. .	14 13 6			
(d) Line etcher .. .. .	14 9 0			
(e) Photo imposer .. .. .	14 9 0			
(f) Engraver .. .. .	14 9 0			
(g) Router and/or moulder and/or proofer ..	14 7 0			
(ii) Photo Lithography—				
(a) Artist and/or designer .. .. .	14 13 6			
(b) Camera operator .. .. .	14 13 6			
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate .. .. .	14 9 0			
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. . (Where the plate grainer cronaxee or brunaxee zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	12 17 0			
(iii) Photogravure—				
(a) Artist and/or designer .. .. .	14 13 6			
(b) Camera operator .. .. .	14 13 6			
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher .. .. .	14 13 6			
(iv) Any other adult male .. .. .	12 5 0			

An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

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