



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 218]

MONDAY, MARCH 23.

[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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 369 of the 5th April, 1951, shall be replaced by the following clause:—

2. (a)

Adult Males.

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 6 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	12 14 0	12 11 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees ..	13 0 0	12 17 0

Adult Female and Male Junior Rates.

(b) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong and in Mildura.	Elsewhere.
			Per Week.	Per Week.
(i) Adult Females	75	7 0	8 18 6	8 16 6
(ii) Junior Males—				
Under 17 years of age	34	3 0	4 1 0	4 0 0
17 years of age	46	4 0	5 9 6	5 8 0
18 years of age	58	5 0	6 18 0	6 16 0
19 years of age	73	6 0	8 13 0	8 11 0
20 years of age	88	7 0	10 8 6	10 6 0

The total wage shall be calculated to the nearest sixpence.

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

By Authority: W. M. HOUSRON, 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 ensuring transparency and accountability in financial reporting.

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

3. The third part of the document focuses on the analysis and interpretation of the collected data. It discusses the various statistical and analytical tools that can be used to identify trends, patterns, and relationships within the data.

4. The fourth part of the document discusses the importance of communicating the results of the analysis to the relevant stakeholders. It emphasizes the need for clear and concise reporting that effectively conveys the key findings and conclusions.

5. The fifth part of the document discusses the importance of reviewing and updating the data collection and analysis process. It highlights the need for a continuous improvement approach that ensures the process remains effective and efficient over time.



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

RAY H. BEERS,
Secretary for Labour.

RETAIL DAIRY BOARD.

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

2.

Improvers.					Other Employees.			
Wages Per Week of 40 Hours.					Wages.*			
	Shift Workers.		All Others.			Per Week of 40 Hours.		
	Percentage of Basic Wage.	Amount.	Percentage of Basic Wage.	Amount.		Shift Workers.	All Others.	
		<i>s. d.</i>		<i>s. d.</i>		Weekly Wage.	Weekly Wage.	
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
Under 16 years ..	..	..	50	*114 6	Manager	*283 6	*272 6	
16-17 years ..	..	..	58	*133 0	Foreman	*278 6	*267 6	
17-18 years ..	..	..	66	*161 0	Operator of—			
18-19 years ..	84	*192 6	75	*171 6	Pasteurizer	*264 6	*253 6	
19-20 years ..	92	*210 6	84	*192 6	Separator or milk cooler ..	*259 6	*248 6	
20-21 years ..	98	*224 6	90	*206 0	Washer or sterilizer of cans or			
					bottles	*259 6	*248 6	
					All others	*258 6	*247 6	

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 247s. 6d. per week of 40 hours.

* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 11s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

* An additional amount of 20s. per week shall be paid to all employees provided—

(i) that this amount shall not be paid to any employee who absents himself from work without reasonable excuse on any day he is so required to work; and

(ii) sub-clause (i) hereof shall not apply to the rostered day off or to an employee who is absent on sick leave pursuant to clause 11.

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

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

By Authority: 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 outlines the various methods and tools used to collect, store, and analyze data, ensuring that all information is readily accessible and up-to-date.

2. The second part of the document focuses on the implementation of these record-keeping practices. It provides a detailed overview of the organizational structure and processes involved in managing records, from the initial data entry to the final archiving and retrieval stages. This section also addresses the challenges and solutions associated with maintaining large-scale data systems, such as ensuring data integrity, security, and compliance with relevant regulations.

3. The third part of the document discusses the role of technology in modern record-keeping. It explores the use of digital tools and platforms to streamline data management processes, improve efficiency, and reduce the risk of human error. This section highlights the benefits of automation and the importance of staying current with the latest technological advancements in the field of data management.

4. The fourth part of the document addresses the legal and ethical considerations surrounding record-keeping. It discusses the requirements for data protection, privacy, and access, as well as the potential consequences of non-compliance. This section also touches upon the importance of maintaining accurate records for legal and historical purposes, and the role of record-keeping in preserving the integrity of public information.

5. The fifth part of the document provides a summary of the key findings and recommendations. It emphasizes the need for a comprehensive and integrated approach to record-keeping, one that combines robust data management practices with strong legal and ethical foundations. The document concludes by highlighting the ongoing nature of this work and the importance of continuous improvement and innovation in the field of data management.



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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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

SCIENTIFIC AND TECHNICAL WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 515 of the 20th June, 1952, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2. (a)		Trainees.	
Age.	* Percentage of Basic Wage.	Weekly Wage.	
		Male.	Female.
		£ s. d.	£ s. d.
16 years	45	5 3 0	3 17 0
17 years	60	6 17 6	5 3 0
18 years	75	8 11 6	6 8 6
19 years	90	10 6 0	7 14 6
20 years	100 plus 5s.	11 14 0	8 16 6
21 years	100 plus 27s. 6d.	12 16 6	9 19 0
22 years	100 plus 42s. 6d.	13 11 6	10 14 0
23 years or over	100 plus 57s. 6d.	14 6 6	11 9 0

* The percentages set out in the case of male trainees are related to the male basic wage, and in the case of female trainees to the female basic wage.

Proportion:—The proportion of trainees in any establishment shall not exceed one trainee to every three or fraction of three chemists who are at least graduate chemists.

Notwithstanding anything contained in this Determination, any person who on the 1st November, 1951 was employed and whose engagement or continued employment as a trainee, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for a trainee of like age.

(b) *Female Technical Assistants.*

Age.	Percentage of Female Basic Wage.	Weekly Wage.
		<i>£ s. d.</i>
16 years	45	3 17 0
17 years	60	5 3 0
18 years	75	6 8 6
19 years	90	7 14 6
20 years	100 plus 5s.	8 16 6
21 years or over	100 plus 27s. 6d.	9 19 0

(c) *Other Employees.*

	Weekly Wage.	
	Male.	Female.
	<i>£ s. d.</i>	<i>£ s. d.</i>
(i) Graduate chemist (as defined)—		
1st year of experience as such	14 19 0	12 1 6
Thereafter	15 14 0	12 16 6
(ii) Qualified chemist (as defined)—		
1st year of experience as such	16 9 0	13 11 6
Thereafter	17 4 0	14 6 6
(iii) Adult male technical assistant (as defined)	13 12 0	

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



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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
20th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

SEWER BUILDERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 244 of the 6th March, 1952, shall be replaced by the following clause:—

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(a)								
<i>Apprentices or Improvers.</i>			<i>Juveniles.</i>					
Wages. Per Week of 40 Hours.			Wages. Per Week of 40 Hours.					
	Percentage of Basic Wage.	s. d.		Percentage of Basic Wage.	s. d.			
1st year }	75	171 6	Persons under 19 years of age (other than apprentices or improvers) employed— (a) carrying tools; (b) as toolamith's assistant	80	183 0			
2nd year }								
3rd year }								
PROPORTION.								
<i>Apprentices.</i>								
One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".								
<i>Improvers.</i>								
One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".								

All Other Employees.

(b) (i) Day shift :—

	Wages Per Week of 40 Hours.		
	£	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	13	6	6
Borer testing ground	12	19	0
Cement gun nozzle operator	13	9	0
Concrete floater	13	6	6
Concrete gauger, mixer, or handler	12	19	0
Concrete mixer-driver doing repairs	13	11	6
Concrete mixer-driver not doing repairs	13	6	6
Concrete patcher	13	6	6
Compressor employee in charge doing repairs	13	11	6
Compressor employee in charge not doing repairs	13	4	0
Foreman's assistant	12	19	0
Hammer and drill hand	13	4	0
Jumperman	12	19	0
Leading hand in charge of six to ten other employees	13	14	0
Leading hand in charge of more than ten other employees	13	19	0
Machine borer	13	11	6
Manhole builder	13	14	0
Manhole sinker (any shape)	13	9	0
Leading pipe layer and/or leading jointer	13	11	6
Pipe layer and/or jointer	13	9	0
Pitcher setter	13	4	0
Ploughman	13	4	0
Ploughman's assistant	12	14	0
Pneumatic pick or scabbler or vibrator user	13	9	0
Powder monkey	13	14	0
Pump employee in charge of pump pumping water and doing repairs	12	4	0
Reinforcement placer or wiper	12	19	0
Renderer in open drains	13	19	0
Renderer in pipes, tunnels, or covered drains	14	11	6
Rigger's assistant, vent erecting	13	4	0
Rigger in charge, vent erecting or dismantling	13	14	0
Scoop filler	12	19	0
Sinker—with less than three months' experience	12	19	0
Sinker (other than manhole sinker) with three months' experience or over	13	4	0
Slurry refiller	12	14	0
Timber drawer in drives or working below 12 feet in shafts	13	4	0
Timber cutter, preparer or measurer	13	4	0
Timberman, timbering in trenches immediately behind power excavator	13	14	0
Toolsmith	13	6	6
Topman	12	14	0
Trimmer, leading (i.e., an employee in charge of trimmers)	13	9	0
Trimmer, other than leading trimmer	13	6	6
Tunneller including an employee excavating in drives	13	4	0
Vent erector or dismantler	12	19	0
Windlass hand, working alone on tripod windlass	12	19	0
Windlass hand—other	12	14	0
Employee not elsewhere classified	12	14	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (b), (i) plus an additional 5s. per shift.

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



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Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

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

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
15 years of age or under	29	s. d. 66 6
16 years of age	32	73 6
17 years of age	37	84 6
18 years of age	51	117 0
19 years of age	61	139 6
20 years of age	73	167 0

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 9 0
Groundsman or maintenance employee	12 14 0
All others	12 9 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	13 19 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 4 0
Groundsman	12 9 0
All others	12 6 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	13 19 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 4 0
Groundsman or maintenance employee	12 14 0
All others	12 9 0

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

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

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



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No. 223]

MONDAY, MARCH 23.

[1953

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
20th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

LIMEBURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 486 of the 5th June, 1952, shall be replaced by the following clause:—

2.

WAGES.

(a) *Apprentices or Improvers (Day Shift).*

Wages Per Week of 40 Hours.	Percentage of Basic Wage.	—
16 years of age or under	49	s. d. 112 0
17 years of age	57	130 6
18 years of age	70	160 6
19 years of age	86	197 0
20 years of age	100	249 6
	plus 20s. 6d.	

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 257s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

(b) *Other Employees (Day Shift).*

Wages Per Week of 40 Hours.	—
	s. d.
Hydrator Attendant Group 1.	279 0
Operator of a mechanical bagging machine Group 2.	274 6
Lime burner or feeder, Drawer, or Attendant Group 3.	267 0
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment) Group 4.	260 0
All others Group 5.	257 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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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 March 1953.

RAY H. BEERS,

Secretary for Labour.

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1238 of the 30th November, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District: the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	s. d.	s. d.
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width	257 0	254 0
Between 3 ft. 6 in. and 5 feet in width	260 0	257 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods	274 6	271 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	260 0	257 0
Tester not engaged as fitter	249 0	246 0
Pattern and moulding box fitter and filer	260 0	257 0
Painter, brush	250 0	247 0
Painter, spray	253 0	250 0
Press operator	251 0	248 0
Other power machinist	248 0	245 0
Polisher and grinder	257 0	254 0
Stove blacksmith	254 0	251 0
Electroplater in charge	266 0	263 0
Electroplater's assistant	252 0	249 0
Labourer delivering material to and taking finished articles from fitters	246 0	243 0
Stove blacksmith's striker	249 0	246 0
Labourer directly assisting workmen whose margins exceed 26s. per week	252 0	249 0
Other employees with not less than three month's experience in the industry	238 0	235 0
All others	232 0	229 0

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
PORCELAIN ENAMELLING SECTION.		
Fuser	261 0	258 0
Fuser's assistant	252 0	249 0
Mill hand and mixer	252 0	249 0
Sprayer	253 0	250 0
Shot and sand-blast dresser	258 0	255 0
Other dresser	253 0	250 0
Swiller, gripper, and brusher	249 0	246 0
Pickler	249 0	246 0
Rackman	247 0	244 0
Other employees with not less than three months' experience in the industry	238 0	235 0
All others	232 0	229 0

JUNIOR MALE AND FEMALE LABOUR.

3. Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
				<i>s. d.</i>	<i>s. d.</i>
	Per Week.	Per Week.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	..	171 6	169 6
All others	75	..	16 0	187 6	185 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	..	3 6	92 6	91 6
18 years of age	62	..	4 0	110 6	109 0
19 years of age	72	..	4 6	128 0	126 6
20 years of age	82	..	5 0	145 6	144 0
<i>III.—Junior Males.</i>					
Under 16 years of age	24	..	2 0	57 0	56 0
16 years of age	34	..	3 0	81 0	80 0
17 years of age	46	..	4 0	109 6	108 0
18 years of age	58	..	5 0	138 0	136 0
19 years of age	73	..	6 0	173 0	171 0
20 years of age	88	..	7 0	208 6	206 0
<i>Iv.—Junior Males (Foundries).</i>					
Under 16 years of age	24	1 0	2 0	58 0	57 0
16 years of age	32	1 9	2 6	77 6	76 6
17 years of age	58	3 0	5 0	141 0	139 0
18 years of age	73	4 0	6 0	177 0	175 0
19 years of age and over	88	4 6	7 0	213 0	210 6

* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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



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No. 225]

MONDAY, MARCH 23.

[1953

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
20th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I., II., III., and IV., of the Determination published in *Government Gazette* No. 29 of the 24th January, 1952, shall be replaced by the following clauses:—

PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

1. (a) WAGES PER WEEK.

	£ s. d.
Fireman	13 15 6
A.B.	13 5 6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

I.

	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman	11 17 6	1 17 0	13 14 6
A.B.	11 8 3	1 17 0	13 5 3
Ordinary Seaman	10 5 10	1 8 0	11 13 10

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

WAGES PER WEEK.

1. (a) Day Workers :—

	£	s.	d.
A.B.	12	15	0
Deck Hand	12	6	0
Fireman	13	4	0
Greaser	13	5	0
Winchman	13	1	6
Coal Gang Hand	12	15	0
Diver	15	15	0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, clearing inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers*.—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

WAGES PER WEEK.

1. (a) Day Workers :—

	£	s.	d.
A.B.	12	15	0
Deck Hand	12	6	0
Fireman	13	4	0
Greaser	13	5	0
Winchman	13	1	6
Coal Gang Hand	12	15	0

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers*.—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Parts I., II., III., and IV., of the said Determination shall remain in force.



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MONDAY, MARCH 23.

[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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

ROAD PATROLMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 436 of the 4th May, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
All employees covered by this Determination	14	1	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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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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

SAND PIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 110 of the 30th January, 1951, shall be replaced by the following clause:—

2.

WAGES.

Apprentices and Improvers.			Other Employees.		
—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	—	Wages Per Week of 40 Hours.	
	%	s. d.		s.	d.
Under 16 years of age ..	31	71 0	Leading hand in charge of four or more employees	240	0
16 years of age ..	40	91 6	Powder monkey employed in sand pit ..	242	0
17 " " ..	49	112 0	Nozzleman	233	0
18 " " ..	58	133 0	Ploughman	233	0
19 " " ..	68	155 6	Tipman	233	0
20 " " ..	77	176 6	Scoopman	233	0
			Shoveller	233	0
			Shaft sinker	240	0
			Pneumatic pickman	238	0
			Jumperman	238	0
			Pickman	233	0
			Drivers—		
			One horse	232	0
			Two horses	235	0
			Three horses	238	0
			Motor vehicle having maker's capacity of—		
			25 cwt. or less	238	0
			Over 25 cwt., but not over 3 tons ..	242	0
			Over 3 tons, but under 6 tons ..	245	0
			All others	229	0

Clauses, other than clause 2, of the said Determination as amended on the 28th March, 1951, shall remain in force.

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

No. 227.—1348/53.—PRICE 3D.

The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in financial reporting. The second part details the various methods used to collect and analyze data, including surveys, interviews, and focus groups. The third part presents the findings of the study, highlighting key trends and insights. The final part concludes with recommendations for future research and practical applications of the findings.

The study was conducted over a period of six months, during which time a large amount of data was collected and analyzed. The results of the study are presented in the following sections.

The first section of the findings discusses the overall trends observed in the data. It notes that there has been a significant increase in the use of digital technologies in the industry, which has led to a shift in the way businesses operate. This has resulted in a number of new opportunities for growth and innovation.

The second section of the findings focuses on the specific challenges faced by businesses in the industry. It identifies a number of key areas where businesses are struggling, including a lack of skilled labor, limited access to capital, and a highly competitive market. These challenges are discussed in detail, along with the reasons behind them and the potential solutions.

The third section of the findings presents the results of the various data collection methods used in the study. It compares the findings from the surveys, interviews, and focus groups, highlighting the strengths and weaknesses of each method. The results show that there is a strong correlation between the findings from the different methods, which adds to the reliability of the study.

The final section of the findings concludes with a number of recommendations for businesses and policymakers. It suggests that businesses should invest in digital technologies and training to stay competitive in the market. It also recommends that policymakers should create a supportive regulatory environment that encourages innovation and growth.



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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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 95 of the 30th January, 1951, shall be replaced by the following clause:—

WAGES PER WEEK.										£	s.	d.
2. (a)	Leading waterman	..	..	..	..	..	..	..	..	13	14	0
	Waterman	..	..	..	..	..	..	..	..	13	3	0
	Groundsman	..	..	..	..	..	..	..	..	13	3	0
<i>Maintenance Work.</i>												
	Ganger (i.e., a man in charge of over six men)	..	..	..	..	..	..	..	..	13	8	0
	Leading hand (i.e., a man in charge of from three to six men)	..	..	..	..	..	..	..	..	13	2	0
	All others	..	..	..	..	..	..	..	..	12	13	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee on maintenance work is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 13s. per week or 2s. 7d. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 35s. per week or 7s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

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

Cluses, other than clause 2, of the said Determination as amended on the 28th March, 1951, shall remain in force.

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Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SUGAR REFINERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 30 of the 25th January, 1952, shall be replaced by the following clauses:—

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

2.

Wages per Week of 40 Hours.

Males.			Percentage of Basic Wage.	Weekly Wage.	Females.			Percentage of Female Basic Wage.	Weekly Wage.
				<i>s. d.</i>					<i>s. d.</i>
Under 16 years	..	..	34	78 0	Under 16 years	..	..	50	85 6
16 years	..	..	40	91 6	16 years	..	..	60	103 0
17 "	..	..	51	117 0	17 "	..	..	70	120 0
18 "	..	..	68	155 6	18 "	..	..	80	137 0
19 "	..	..	79	181 0	19 "	..	..	90	154 6
20 "	..	..	90	206 0	20 "	..	..	95	163 0

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
<i>Adult Males.</i>				
Raw Sugar Store—				
Unstoring raw sugar	243 0	11 0	5 0	259 0
Men cutting in	244 0	11 0	5 0	260 0
Whip hand unstoring raw sugar	239 0	11 0	5 0	255 0
Whip hand at elevator	239 0	11 0	5 0	255 0
Elevator attendant	244 0	11 0	5 0	260 0
Wash tank hands	237 0	11 0	5 0	253 0
Wash tank hands—assistants	236 0	11 0	5 0	252 0
Riggers	244 0	11 0	5 0	260 0
Melting House—				
Washing fugalmen	242 6	11 0	5 0	258 6
Melter attendant	237 0	11 0	5 0	253 0
Mixer	237 0	11 0	5 0	253 0
Carbonation House—				
Men on liquor filter presses	238 0	11 0	5 0	254 0
Men on mud	238 0	11 0	5 0	254 0
Leading hand	250 0	11 0	5 0	266 0
Men on gas tank	243 0	11 0	5 0	259 0
Men on crushing and stacking lime	237 0	11 0	5 0	253 0
Men on washing and checking filterpress sheets	238 0	11 0	5 0	254 0
Char End—				
Kiln repairers	237 0	11 0	5 0	253 0
Kiln firemen	245 0	11 0	5 0	261 0
Wet charmen	245 0	11 0	5 0	261 0
Char runners	245 0	11 0	5 0	261 0
Pan Floor—				
First sugar boilers	263 0	11 0	5 0	279 0
Second sugar boilers	254 0	11 0	5 0	270 0
Employee attending triple effect and assistant sugar boiler	240 0	11 0	5 0	256 0
Pan attendant	237 0	11 0	5 0	253 0
Refined sugar fugalmen	242 6	11 0	5 0	258 6
Refined sugar fugalmen—Leading hands	252 6	11 0	5 0	268 6
Jelly House—				
Leading hand	247 6	11 0	5 0	263 6
Jelly fugalmen	237 0	11 0	5 0	253 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	247 0	11 0	5 0	263 0
Ising mill attendant	237 0	11 0	5 0	253 0
Driers (leading hand)	247 0	11 0	5 0	263 0
Driers (others)	237 0	11 0	5 0	253 0
Automatic scale attendant	246 0	11 0	5 0	262 0
Automatic scale hands	237 0	11 0	5 0	253 0
Employee engaged loading trucks	237 0	11 0	5 0	253 0
Bag room checkers	237 0	11 0	5 0	253 0
Truckers and stackers	237 0	11 0	5 0	253 0
Leading hand packing floor	247 0	11 0	5 0	263 0
Hand packing sugar	237 0	11 0	5 0	253 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	238 0	11 0	5 0	254 0
Golden syrup and treacle mixer	240 0	11 0	5 0	256 0
Liquor runners	253 0	11 0	5 0	269 0
Liquor runners—assistants	237 0	11 0	5 0	253 0
Distillery—				
Stillman	256 0	11 0	5 0	272 0
Mashman	243 0	11 0	5 0	259 0
C.O2 Bottle Attendant	246 0	11 0	5 0	262 0
Spirit and Methylating Rooms—				
Leading hand	258 6	11 0	5 0	274 6
Assistants	242 6	11 0	5 0	258 6
Cane-ite Store—				
Men storing and un-storing cane-ite and hardboard	238 0	11 0	5 0	254 0
Leading hand cleaning gang	247 0	11 0	5 0	263 0
Unstoring and/or loading bales for shipment	248 0	11 0	5 0	264 0
All others	234 0	11 0	5 0	250 0
Adult females (a) with less than 6 months' experience at the trade .. .. .	..	..	..	171 9
(b) with 6 months or more experience at the trade .. .. .	..	..	..	173 9

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



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MONDAY, MARCH 23.

[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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 726 of the 27th July, 1951, shall be replaced by the following clause:—

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	99 6	96 0	99 6	96 0
16 to 17 years of age	124 9	120 0	124 9	120 0
17 to 18 years of age	150 0	144 0	150 0	144 0
18 to 19 years of age	175 3	168 0	175 3	168 0
19 to 20 years of age	199 3	192 0	199 3	192 0
20 to 21 years of age	225 6	216 0	225 6	216 0

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ <i>s. d.</i>	£ <i>s. d.</i>
(1) Carrier	14 0 0	14 0 0
(2) Person classing or sorting green hides or sides or skins after being unhaired	13 17 0	13 17 0
(3) Hand flesher	13 13 0	13 13 0
(4) Hand fleshing after machining	13 9 0	13 9 0
(5) Machine flesher (including checking and heading machine)	13 9 0	13 9 0
(6) Unhairer, scudder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	13 4 0	13 4 0

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(7) Lime jobber	13 2 0	13 2 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	13 2 0	13 2 0
(9) Bark bagger	12 16 0	12 16 0
(10) Crop cutter after tanning	13 4 0	13 4 0
(11) Extract worker in tannery	12 18 0	12 18 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	12 13 0	12 13 0
(13) Man operating bark tan liquor plant	13 2 0	13 2 0
(14) Splitting machinist—		
Operator of big machine		
(Wet)	13 18 0	13 18 0
(Dry)	13 13 0	13 13 0
Operator of other machines		
(Wet)	13 16 0	13 16 0
(Dry)	13 11 0	13 11 0
(15) Man behind splitting machine		
(Wet)	13 1 0	13 1 0
(Dry)	12 16 0	12 16 0
(16) Machine shaver —		
New machine—double width		
(Wet)	13 10 0	13 10 0
(Dry)	13 5 0	13 5 0
Old machine—single width		
(Wet)	13 11 0	13 11 0
(Dry)	13 6 0	13 6 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	13 3 6	13 3 6
(18) Roller of sole leather	13 5 0	13 5 0
(19) Striker and setter out of sole leather	13 2 6	13 2 6
(20) Shedman who applies dressing to sole leather		
(Wet)	13 0 0	13 0 0
(Dry)	12 15 0	12 15 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	13 7 6	13 7 6
(22) Fluffing machinist	13 0 0	13 0 0
(23) Fluffing machinist on suede wheel	13 4 6	13 4 6
(24) Leather dresser—		
(a) Table hand on chrome leathers	12 19 0	12 19 0
(b) Table hand on bark tanned hides or sides	13 2 0	13 2 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	12 18 0	12 18 0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers	12 17 0	12 17 0
(27) Table hand setting out harness leathers	13 5 0	13 5 0
(28) Knee staker	13 2 0	13 2 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	12 14 0	12 14 0
(30) Straining or toggling (over the age of 18 years)	12 18 0	12 18 0
(31) Stripping (over the age of 18 years)	12 15 0	12 15 0
(32) Employee unhairing either on beam or by sweeping	13 4 0	13 4 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	12 11 0	12 11 0
(34) Employee operating measuring machine	12 15 0	12 15 0
(35) Employee operating setting out machine		
(Wet)	13 4 0	13 4 0
(Dry)	12 19 0	12 19 0
(36) Employee operating graining machine	12 17 0	12 17 0
(37) Employee operating ironing machine	12 17 0	12 17 0
(38) Employee operating embossing machine	12 17 0	12 17 0
(39) Employee operating squeezing machine	13 2 0	13 2 0
(40) Employee operating bark grinding machine	12 16 0	12 16 0
(41) Assistant on any of the machines (34) to (39)	12 15 0	12 15 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	12 15 0	12 15 0
(43) Glazer	13 0 0	13 0 0
(44) Glazer on kid and/or marsupial leathers	13 4 6	13 4 6
(45) Staker, combing machine operator	13 0 0	13 0 0
(46) Person lime jobbing on mechanical reefs	13 2 0	13 2 0
(47) Hair washer	12 18 0	12 18 0
(48) Men handling hair	12 13 0	12 13 0
(49) Yardman	12 17 0	12 17 0
(50) All others	12 0 0	12 0 0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

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



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MONDAY, MARCH 23.

[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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

TAR AND BITUMEN BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 99 of the 30th January, 1951, shall be replaced by the following clause:—

2.

WAGE PER WEEK OF 40 HOURS.

Improvers.	Per-centage of Basic Wage.	Adjustable Rate.		Plus Conditions and Clothing Allowance (Non-adjustable).	Total Wage.	Other Employees.	Adjustable Rate.		Plus Conditions and Clothing Allowance (Non-adjustable).	Total Wage.
		s.	d.				s.	d.			s.	d.
Under 19 years of age ..	82	188	0	4 6	192 6	Bitumen emulsion maker ..	256	6	4 6	261 0
19 years and under 20 years ..	97	222	0	4 6	226 6	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	256	6	4 6	261 0
20 years and under 21 years	100 + 5s.	234	0	4 6	238 6	Tar distiller and/or maker of pitch (T.I.C type of plant) ..	255	6	4 6	260 0
PROPORTION (IN ANY PLACE).						Tar distiller and/or maker of pitch (other types of plants) ..	258	6	4 6	263 0
One improver to every five or fraction of five workers receiving not less than 258s. 6d. per week.						Tar acid still attendant ..	258	6	4 6	263 0
						Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	256	6	4 6	261 0
						Pitch enamel maker (closed type of plant) ..	258	6	4 6	263 0
						Pitch enamel maker (open type of plant) ..	For rate see clause 8 (d)	254	0	4 6	258 6
						All others ..	254	0	4 6	258 6

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

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

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

RAY H. BEERS,
Secretary for Labour.

UNDERTAKERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 606 of the 1st June, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.*

Apprentices.			Improvers.			Other Employees.		Within the Metropolitan District.	Outside the Metropolitan District.
WAGES.			WAGES.			WAGES.		s. d.	s. d.
—	Percentage of Basic Wage.	—	Age.	Percentage of Basic Wage.	—				
	s. d.			s. d.					
1st year ..	39	89 6	Under 18	58	133 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing ..	289 6	286 6	
2nd " ..	54	123 6	18 ..	77	176 6	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	276 6	273 6	
3rd " ..	68	155 6	19 ..	99	226 6	Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons ..	276 0	273 0	
4th " ..	90	206 0	20 ..	100 +	254 6	Other chauffeurs who drive and may be required to change tyres, oil and/or plugs, or grease, clean and/or polish a motor vehicle ..	266 0	263 0	
5th " ..	100 +	246 6		25/6		All others ..	266 0	263 0	
PROPORTION (within any factory or place).			PROPORTION (within any factory or place).			Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.			
One apprentice to every two or fraction of two workers receiving not less than 263s. per week.			One improver to every seven or fraction of seven employees receiving not less than 263s. per week.						
An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.									

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours) Allowances.—For allowances under this Determination see clause 10.

PIECEWORK.

20. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (Head to Heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	103 5	109 10	116 0	90 6	97 5	105 2
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	92 5	99 2	105 5	81 5	87 6	93 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	77 10	80 7	86 9	68 4	72 8	76 4
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	62 4	67 0	72 7	55 5	59 10	66 6
Common coffins, over 4 ft. 9 in. long	14 0	15 8	17 5	12 2	13 9	15 8
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness ..	15 8	17 5	19 6	13 9	15 8	17 5
	<i>s. d.</i>			<i>s. d.</i>		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	57 8 each			48 10 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	47 5 "			38 1 "		
Common coffins, up to 2 feet long	62 4 per dozen			48 2 per dozen		
Common coffins, over 2 feet and up to 3 feet long	84 2 "			67 1 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	114 1 "			89 9 "		
Inside shells for lead coffins	41 6 each			28 0 each		
Cover lids, up to 2 feet wide	57 10 per dozen			39 3 per dozen		
Cover lids, over 2 feet wide	63 1 "			62 3 "		
	<i>s. d.</i>			<i>s. d.</i>		
Extra for common coffins or coverlids if glued .. .. .	.. .. .			3 4 each		
Extra for lids made with two or three decks .. .. .	.. .. .			22 1 "		

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



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No. 234]

MONDAY, MARCH 23.

[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 March 1953.

RAY, H. BEERS,
Secretary for Labour.

VEGETABLE GROWERS BOARD.

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

2.

Improvers.					Other Employees.			
	Per centage of Basic Wage.	Adjustable Rate.	Plus Loading to Com- pensate for a 44 Hour Week.	Total Wage.		Adjustable Rate.	Plus Loading to Compensate for a 44 Hour Week.	Total Wage.
		£ s. d.	s. d.	£ s. d.		£ s. d.	£ s. d.	£ s. d.
15 years of age or under	28	3 4 0	6 3	3 10 3	Foreman gardener, i.e., a gardener in charge of two or more employees All others	12 15 0	1 5 0	14 0 0
16 years of age	37	4 4 6	8 3	4 12 9				
17 years of age	48	5 10 0	10 9	6 0 9				
18 years of age	64	7 6 6	14 3	8 0 9				
19 years of age	84	9 12 6	18 9	10 11 3				
20 years of age or over, the appropriate rate prescribed under heading "Other Employees".								
PROPORTION.								
One improver to every three or fraction of three workers receiving not less than the minimum wage.								

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

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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
20th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

WATCH CASES BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 545 of the 9th July, 1952, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

	Males.								Females.			
	Commencing Age—								Adjust- able Rate.	Emer- gency Loading Non- adjust- able.	Total Weekly Wage.	
	Adjustable Rate.			Emer- gency Loading Non- adjust- able.	Total Weekly Wage.							
	Under 17 Years.	17 Years.	18 Years or Over.		Under 17 Years.	17 Years.	18 Years or Over.					
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year's experience	43 6	55 0	62 0	0 9	44 3	55 9	62 9	37 6	0 9	38 3		
2nd " "	64 0	68 6	82 6	1 0	65 0	69 6	83 6	51 6	0 9	52 3		
3rd " "	87 0	94 0	110 0	1 6	88 6	95 6	111 6	80 6	1 0	81 6		
4th " "	119 0	119 0	..	2 0	121 0	121 0	..	101 0	1 6	102 6		
5th " "	151 0	..	..	2 6	153 6	..	..	115 0	2 0	117 0
6th " "	176 6	..	..	3 0	179 6	..	..	..	..	..
7th " "	185 6	..	..	3 0	188 6	..	..	..	..	..
								Thereafter until reaching 21 years of age ..	130 6	2 0	132 6	

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Within a Radius of 50 Miles of G.P.O., Melbourne.	All Other Parts of Victoria.
	Weekly Wage.	Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>
Adult males—		
First class watch case tradesman	243 0	240 6
Second class watch case tradesman	233 0	230 6
All others—		
(a) with less than 3 years' experience	225 0	222 6
(b) with 3 years' experience or more	233 0	230 6
Adult females	174 6	172 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.

Clauses, other than clauses 2 and 3, 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 March, 1953.

RAY H. BEERS,
Secretary for Labour.

WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1053 of the 28th November, 1952, shall be replaced by the following clause:—

2. (a)

APPRENTICES AND IMPROVERS.

Wages.					PROPORTION (in any place).
—	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	35	80 0	2 0	82 0	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 252s. per week.</p> <p><i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 252s. per week.</p>
" 17 " "	45	103 0	2 6	105 6	
" 18 " "	54	123 6	3 0	126 6	
" 19 " "	68	155 6	3 9	159 3	
" 20 " "	79	181 0	4 6	185 6	
" 21 " "	92	210 6	5 3	215 9	

(b)

OTHER EMPLOYEES.

—	WAGES.			
	Day Work.			
	Adjustable Rate.	Plus War 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>
Leading hand, i.e., a person in charge of not less than—				
(a) three nor more than ten employees	14 2 3	6 0	17 8	15 5 11
(b) eleven nor more than fifteen employees	14 5 3	6 0	17 8	15 8 11
Pile-driver	13 16 3	6 0	17 8	14 19 11
Pile-driver's offsider	12 14 0	6 0	9 7	13 9 7
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	13 13 3	6 0	17 8	14 16 11

OTHER EMPLOYEES—continued.

	WAGES.			
	Day Work.			
	Adjustable Rate.	Plus War Loading (Non- adjustable).	Special Loading (Non- adjustable).	Total Wage.
£ s. d.	s. d.	s. d.	£ s. d.	
Oxy acetylene burner on demolition work	13 13 3	6 0	..	13 19 3
Saw sharpener	13 12 6	6 0	17 8	14 16 2
Machine borer	12 14 0	6 0	9 7	13 9 7
Clester	12 11 0	6 0	..	12 17 0
Cradler or squarer	12 11 0	6 0	..	12 17 0
Hand borer	12 9 0	6 0	..	12 15 0
Wharf carpenter's assistant	12 9 0	6 0	9 7	13 4 7
Diver's Assistant	12 9 0	6 0	9 7	13 4 7
Dumper	12 9 0	6 0	..	12 15 0
Other demolition workers	12 6 6	6 0	..	12 12 6
Barge hand on shore plant	12 6 6	6 0	12 1	13 4 7
All others	12 6 0	6 0	..	12 12 0
CONCRETE WORK.				
Pneumatic pick user or jack hammer-man	12 12 0	6 0	..	12 18 0
Concrete floater	12 11 0	6 0	9 7	13 6 7
Mixer operator	12 11 0	6 0	9 7	13 6 7
Men filling moulds	12 9 0	6 0	..	12 15 0
Gaugers, i.e., persons filling gauged barrows or boxes	12 9 0	6 0	9 7	13 4 7
Other mixers	12 9 0	6 0	..	12 15 0
Men employed on reinforcements	12 9 0	6 0	..	12 15 0
Barrowmen or general labourers	12 6 0	6 0	9 7	13 1 7

(c) When work is performed in two shifts per day the rates prescribed in clause 2 (b) hereof for day work shall be increased by 7½ per cent. in respect of all work done in the second or night shift.

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