

[1877]



VICTORIA GOVERNMENT GAZETTE.

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No. 300]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY. H. BEERS,
Secretary for Labour.

JEWELLERS BOARD

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No 544 of the 9th July, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Males.

Classification.	£	s.	d.
Precious gem mounter	14	17	0
Setter of precious gems	14	17	0
Mounter—1st Class	14	4	0
Mounter—2nd Class	13	9	0
Drop hammer operator who sets dies and makes force	13	19	6
Drop hammer operator, other	12	16	0
Setter	13	14	6
Melter and alloyer	13	14	6
Lapper	13	14	6
Polisher	13	2	0
Assembler and solderer	13	2	0
Solderer, other	12	16	0
Die setter	12	18	0
Engine turner	12	14	0
Press operator	12	14	0
Process worker (as defined)	12	14	0
Carder	12	5	0
Pinner up	12	5	0
Other employees with not less than three months' experience in this industry	12	1	0
All others	11	15	0

LEADING HANDS.

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

(b) Females.

	£	s.	d.
Under one month's experience	8	14	0
*All others	9	10	0

* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 16s. and 75 per cent. of the said corresponding margin.

No. 300.—3914/53.—PRICE 3D.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (a) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

3. (h)

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 14 0
2nd year	43	5 0 0
3rd year	54	6 5 6
4th year	83	9 12 6
5th year	100 + 6s.	11 18 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 19 0
2nd year	54	6 5 6
3rd year	83	9 12 6
4th year	100 + 6s.	11 18 0

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

UNAPPRENTICED JUNIORS.

4. (a) The minimum rates of wage for unapprenticed juniors shall be as follows:—

Wages per Week of 40 Hours.

					* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
					Per Week.	Per Week. s. d.	£ s. d.
<i>I.—Junior Females.</i>							
17 years of age and under	..	..	..	..	52	3 6	4 14 0
18 years of age ..	..	..	..	..	62	4 0	5 12 0
19 years of age ..	..	..	..	..	72	4 6	6 10 0
20 years of age ..	..	..	..	..	82	5 0	7 7 6
<i>II.—Junior Males.</i>							
Under 16 years of age	..	..	..	..	24	2 0	2 17 6
16 years of age ..	..	..	..	..	34	3 0	4 2 0
17 years of age ..	..	..	..	..	46	4 0	5 10 6
18 years of age ..	..	..	..	..	58	5 0	6 19 6
19 years of age ..	..	..	..	..	73	6 0	8 15 6
20 years of age ..	..	..	..	..	88	7 0	10 11 0

* The percentages for junior females relate to the female Basic Wage, and for junior males to the male Basic Wage.

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;
- (ii) if under 18 years of age—
die setting on power presses.

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



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No. 301] FRIDAY, MAY 1. [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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in *Government Gazette* No. 818 of the 6th October, 1952, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	17 19 0	6 0	18 5 0
Slaughterman	17 5 3	6 0	17 11 3
Head and Feet Boners	14 16 0	3 0	14 19 0
Scalders	14 16 0	3 0	14 19 0
Meat Lumpers	14 12 6	3 0	14 15 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	14 8 6	3 0	14 11 6
General labourers	14 5 6	3 0	14 8 6

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
<i>Division B.—Retail Shops.</i>	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
(a) Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week	14 14 6	15 1 0	14 13 6
(b) Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	14 14 6	15 1 0	14 13 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	15 1 0	15 7 6	15 0 0
(d) General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more per week	14 13 0	14 19 6	14 12 0
(e) General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	14 7 0	14 13 6	14 6 0
(f) Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	14 4 0	14 10 6	14 3 0
(g) Salesmen and/or saleswomen	14 1 0	14 7 6	14 0 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cooks	14 6 6	14 13 0	14 5 6
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers	13 9 0	13 15 6	13 8 0
(j) All others	13 6 0	13 12 6	13 5 0
<i>Proportion of Salesmen and/or Saleswomen.</i>			
The number of salesmen and/or saleswomen employed in any one shop shall not exceed one to every three or fraction of three employees employed as general butchers under classifications (d) (e) and (f) above.			
<i>Division C.—Small Goods Section.</i>			
(a) Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week	14 14 6	15 1 0	14 13 6
(b) Employees who do slaughtering 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work	14 14 6	15 1 0	14 13 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Men employed principally on mixing machines and/or responsible for making of small goods	14 12 0	14 18 6	14 11 0
(d) Fillermen	14 2 6	14 9 0	14 1 6
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cooks	14 6 6	14 13 0	14 5 6
(f) Packing-room hands	13 14 6	14 1 0	13 13 6
(g) Linkers and table hands	13 13 6	14 0 0	13 12 6
(h) All others	13 6 0	13 12 6	13 5 0
<i>Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.</i>			
Meat Lumpers	14 15 6	15 2 0	14 12 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	14 8 0	14 16 0	14 4 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	14 13 0	15 1 0	14 9 6
Exceeding 3 tons capacity	14 18 0	15 6 0	14 14 6
Horse Drivers—			
One horse	14 5 0	14 13 0	14 1 6
Two horses	14 8 0	14 16 0	14 4 6
Three horses	14 11 0	14 18 6	14 7 0
Head stableman (if more than one employed)	14 2 6	14 10 6	14 0 0
Other stablemen or grooms	13 17 6	14 5 6	13 13 6
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers, who, during the day, are engaged in carting blood manure or offensive offal	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified
From 1st November to 30th April			

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	13 12 0	13 18 6	13 11 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	13 16 0	14 2 6	13 15 0
(iii) exceeding 3 tons capacity but under 6 tons capacity ..	13 19 0	14 5 6	13 18 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	13 7 0	13 13 6	13 6 0
(ii) two horses	13 12 0	13 18 6	13 11 0
(iii) three horses	13 15 0	14 1 6	13 14 0
(iv) four horses	13 17 0	14 3 6	13 16 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience	64	7 8 6	Under 18 years	85	9 17 0
2nd year's experience	77	8 18 6	18 years and under 19 years ..	100 + 1s. 6d.	11 13 6
3rd year's experience	88	10 4 0	19 years and under 20 years ..	100 + 13s. 6d.	12 5 6
4th year's experience	100 + 21s.	12 13 0	20 years .. .. .	..	Minimum Wage
5th year's experience .. .. .	..	Minimum Wage			

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

2. (C) (i)

APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Five-year Term—				
First year	30	4 6 0	4 8 0	4 6 0
Second year	40	5 15 0	5 17 6	5 14 6
Third year	55	7 18 0	8 1 6	7 17 6
Fourth year	75	10 15 0	11 0 0	10 14 6
Fifth year	95	13 12 6	13 19 0	13 11 6
Four-year Term—				
First year	40	5 15 0	5 17 6	5 14 6
Second year	50	7 3 6	7 6 6	7 3 0
Third year	75	10 15 0	11 0 0	10 14 6
Fourth year	95	13 12 6	13 19 0	13 11 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Five-year Term—				
First year	30	4 6 0	4 8 0	4 5 6
Second year	40	5 14 6	5 17 0	5 14 0
Third year	50	7 3 0	7 6 6	7 2 6
Fourth year	75	10 15 0	10 19 6	10 14 0
Fifth year	95	13 12 0	13 18 6	13 11 0
Four-year Term—				
First year	40	5 14 6	5 17 0	5 14 0
Second year	50	7 3 0	7 6 6	7 2 6
Third year	75	10 15 0	10 19 6	10 14 0
Fourth year	95	13 12 0	13 18 6	13 11 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

Contract of Apprenticeship.

- (a) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

- (b) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

- (c) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year: Breaking up hindquarter of beef and hanging same and boning.

During the third year: Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years: Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year: Polting and legging sheep and necking off; dressing pigs and calves.

During the third year: Grounding; backing off; sawing down.

During the fourth and fifth years: Quartering; making tallow; caring for hides; care of yards generally.

- (3) An apprentice small goods maker shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

First year: Learning qualities, quantities and grades of meat; grading and mixing; use of and care of knife.

Second year: Mixing meat and using silent cutters; learning ingredients; arranging meat in chiller.

Third year: Cooking and dyeing meats; linking sausages of all types; using filling and linking machines.

Fourth year: Making pickle; pumping meat; and to be thoroughly competent in all trades.

Period of Apprenticeship.

- (d) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (e) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (f) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

Unapprenticed Juniors.

- (iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

- (a) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parents or guardian and his employer.

- (b) The wage rates of unapprenticed junior labour in retail butchers' shops shall be as follows :—

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age	75	10 15 0	11 0 0	10 14 6
20 to 21 years of age	95	13 12 6	13 19 0	13 11 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (c) The wage rates of unapprenticed junior labour in small goods factories shall be as follows :—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age	30	4 6 0	4 8 0	4 5 6
17 to 18 years of age	40	5 14 6	5 17 0	5 14 0
18 to 19 years of age	50	7 3 0	7 6 6	7 2 6
19 to 20 years of age	75	10 15 0	10 19 6	10 14 0
20 to 21 years of age	95	13 12 0	13 18 6	13 11 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (d) Juniors 16 years of age and over may be employed as assistants to small goods sellers from carts at the following rates of pay :—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age	50	7 3 0	7 6 6	7 2 6
18 to 19 years of age	75	10 15 0	10 19 6	10 14 0
19 to 20 years of age	85	12 3 6	12 9 0	12 2 6
20 to 21 years of age	95	13 12 0	13 18 6	13 11 3

and thereafter not less than the minimum rate for small goods sellers from carts.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

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Dated at Melbourne, this
29th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 605 of the 1st June, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
		Percentage of Basic Wage.	s. d.	Wages.			
1st year	..	27	62 6	Within the Metropolitan District.		All Other Parts of Victoria.	
2nd year	..	31	72 0	Per Hour.	Per Week.	Per Hour.	Per Week.
3rd year	..	36	83 6	s. d.	s. d.	s. d.	s. d.
4th year	..	43	100 0	6 7 ¹ / ₂₀	263 6	6 6 ² / ₂₀	260 6
5th year	..	53	123 0	6 4 ¹ / ₂	254 0	6 3 ² / ₁₀	251 0
				THROUGHOUT THE STATE.			
				Per Hour.	Per Week.	Per Hour.	Per Week.
				s. d.	s. d.	s. d.	s. d.
				6 11 ¹ / ₁₀	277 0		
				6 7 ¹ / ₂₀	263 6		
				6 4 ¹ / ₂	254 0		

PROPORTION (WITHIN ANY PLACE).

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

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed or an Operator in Charge whilst he is so required to act.

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

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

No. 302.—3807/53.—PRICE 3D.

[1889]



VICTORIA GOVERNMENT GAZETTE.

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No. 303]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
29th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 433 of the 23rd April, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.					JUVENILE WORKERS.				
Wages per Week.					Wages per Week.				
Shift Workers.			All Others.		Males.			Females.	
Percentage of Basic Wage.	s.	d.	Percentage of Basic Wage.	s. d.	Percentage of Basic Wage.	s.	d.	Percentage of Female Basic Wage.	s. d.
Under 16 years ..	..	..	59	137 0	Under 16 years ..	49	113 6	64	111 6
16-17 years ..	..	..	69	160 0	16-17 years ..	56	130 0	70	122 0
17-18 years ..	..	..	78	181 0	17-18 years ..	69	160 0	78	135 6
18-19 years ..	100 plus	235 6	89	206 6	18-19 years ..	76	176 6	93	162 0
19-20 years ..	3s. 6d.	247 0	99	229 6	19-20 years ..	89	206 6	100	174 0
20-21 years ..	100 plus	255 6	100 plus	239 6	20-21 years ..	100 plus	234 0	100 plus	186 0
	15s.		7s. 6d.			2s.		12s.	
	23s. 6d.								

PROPORTION (IN ANY PLACE).				
Males.				
One apprentice to every three or fraction of three workers receiving not less than 265s. per week.				
One improver to every eight or fraction of eight workers receiving not less than 265s. per week.				
Females.				
One apprentice and one improver to every three or fraction of three workers receiving not less than 204s. 3d. per week.				

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their wage.				
Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.				

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	s. d.	s. d.
Milk or cream grader or tester	294 0	283 0
Majonnier operator	294 0	283 0
Neutralizer	291 0	280 0
Foreman of shift or department	291 0	280 0
Operator of any of the following machines :—		
Milk drier (roller system)	284 0	273 0
Milk drier (spray system)	285 0	274 0
Assistant to milk drier (spray system)	284 0	273 0
Sugar boiler	279 0	268 0
Vacuum pan—condensery	286 0	275 0
Vacuum pan-dried milk	285 0	274 0
Vacuum pan-milk sugar	285 0	274 0
Evaporator	284 0	273 0
Homogenizer or viscolizer	282 6	271 6
Cream retort	280 0	269 0
Powder sifter	278 0	267 0
Tubular heater or ejector	279 0	268 0
Separator	280 0	269 0
Separator operator when weighing off cream and/or skim milk for the purpose of standardization	281 0	270 0
Cream weigher for standardization	280 0	269 0
Pasteurizer	280 0	269 0
Weighing machine (milk receiving)	284 0	273 0
Wire-hoopers, storeman, stackers or packers	278 0	267 0
Washers of vacuum pan, vacuum holding vats, or evaporator	279 0	268 0
Male adult washing or sterilizing cans or bottles	278 0	267 0
Operator of a fork lift truck	279 0	268 0
All other male adults	276 0	265 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman		204 3
Females operating dried milk automatic filler		204 3
All other females		204 3

Female workers operating the Majonnier operator shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storemen.

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid 1½d. per clean with a maximum of 4s. per week, in addition to their ordinary wage, whilst so engaged.

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

[1891]



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No. 304]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
29th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CONFECTIONERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 14 of the 10th January, 1952, shall be replaced by the following clauses:—

2.

APPRENTICES AND IMPROVERS.

Wages.

Males.			Females.		
<i>(Assisting the Storeman and Packer.)</i>			<i>s. d.</i>		
18 years of age and under 19 years	..	..	158	0	
19 years of age and under 20 years	..	..	197	0	
20 years of age and under 21 years	..	..	235	0	
<i>All Other Males.</i>					
16 years of age and under	..	..	102	0	
17 years of age	..	..	125	6	
18 years of age	..	..	169	6	
19 years of age	..	..	195	0	
20 years of age	..	..	216	0	
PROPORTION.					
<i>(Assisting the Storeman and Packer.)</i>					
One male apprentice to every three or fraction of three male workers receiving not less than 26s. per week.					
One male improver to every four or fraction of four male workers receiving not less than 26s. per week.					
<i>Other Males.</i>					
Two male juniors to every three male adult workers receiving not less than the adult minimum rate.					

16 years of age and under ..			76	6
17 years of age ..			100	0
18 years of age ..			120	6
19 years of age ..			144	0
20 years of age ..			167	0
PROPORTION.				
Three female juniors to every two female adults receiving not less than the adult minimum rate.				

3. OTHER EMPLOYEES.									
Wages per Week.									
<i>Males.</i>									<i>s. d.</i>
Confectioners, Group 1	..	..	..	..	..	..	..	..	274 0
Confectioners, Group 2	..	..	..	..	..	..	..	..	268 0
Confectioners, Group 3	..	..	..	..	..	..	..	..	262 0
Confectioners, Group 4	..	..	..	..	..	..	..	..	256 0
Confectioners, Group 5	..	..	..	..	..	..	..	..	250 0
Storeman or packer—									
(a) Who works singly	..	..	..	..	..	..	..	..	266 6
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—									
(i) 1, 2, 3, 4, 5, or 6 such persons	..	..	..	..	..	..	..	..	268 9
(ii) 7 or more such persons	..	..	..	..	..	..	..	..	282 9
Other storeman or packer engaged in the despatch or bulk receiving stores	..	..	..	..	..	..	..	..	262 0
<i>Females.</i>									
All adult females	..	..	..	..	..	..	..	..	187 6

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

[1893]



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No. 305]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 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.	
	s. d.	IMPROVERS.
Under 18 years of age	4 4	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 2	
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.

No. 305.—3812/53.—PRICE 3D.

OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer	7	0
Pitcher setter, cube setter, or pavior		
Weigher and/or mixer on hot asphaltic mixing plant		
Rigger		
Splicer of Wire Rope or Hemp Rope		
Bitumen pourer or kettle attendant	6	11
Tunnel man or shaft sinker		
Timber man in tunnel or shaft		
Pipe joiner, or pipe layer		
Powder monkey		
Sinker in trenches for storm-water drain		
Finisher in concrete work		
Leading tackle hand		
Skid scoop (tumbling Tommy), filler, and/or driver		
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		
Attendant on steam or power-driven navvy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute	6	10
Jack hammerman		
Mixer, gauger spreading or layer on of concrete		
Tar, bitumen or emulsion sprayer operator		
Faceman in gravel pit		
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track		
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		
Batterman using batter rule		
Boodler in tunnel		
Fencer		
Sanitary or garbage attendant		
Scabler in tunnel		
Metal or gravel spreader	6	10
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter		
Filler of monkey-tail scoop		
Setter out of reinforcements		
Points man on tram or locomotive line		
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		
Cold asphaltic shoveller or forker		
Ploughman's offsider	6	9
Tipper of monkey-tail scoop		
Slurry filler		
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks	7	3
Driver power grader 35-h.p. or over	7	3
Driver power grader under 35-h.p.	7	0
Driver side loader	6	10
Driver tractor (oil) 35-h.p. and over	7	0
Driver tractor (oil) under 35-h.p.	6	9
Driver of traction engine or road roller (steam)	7	3
Driver road roller (internal combustion)	7	2
All others	6	8

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

[1895]



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No. 306]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 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:—

2.

ADULT MALE.

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

[1897]



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No. 307]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 835 of the 24th October, 1952, shall be replaced by the following clause:—

2.

Apprentices and Improvers.							Wages Per Week of 40 Hours.	
MALES.							s. d.	
15 years of age or under	..	..	..	..	..	..	31	72 0
16 years of age	..	..	..	..	..	..	36	83 6
17 years of age	..	..	..	..	..	..	51	118 6
18 years of age	..	..	..	..	..	..	55	127 6
19 years of age	..	..	..	..	..	..	68	158 0
20 years of age	..	..	..	..	..	..	81	188 0
FEMALES.							Percentage of Female Basic Wage.	
15 years of age or under	..	..	..	..	..	..	39	68 0
16 years of age	..	..	..	..	..	..	44	76 6
17 years of age	..	..	..	..	..	..	55	95 6
18 years of age	..	..	..	..	..	..	62	108 0
19 years of age	..	..	..	..	..	..	69	120 0
20 years of age	..	..	..	..	..	..	74	129 0

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

PROPORTION (in any place).

Apprentices and Improvers.

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

No. 307.—3814/53.—PRICE 3d.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	s. d.	s. d.	s. d.
MALES.			
Laundry Workers	249 0	3 0	252 0
FEMALES.			
Washers employed on washing machine or hydro extractor	230 0	3 0	233 0
Glad ironers	179 3	1 9	181 0
Hand washers	179 3	1 9	181 0
Employees on treadle shirt or collar ironing machines	179 3	1 9	181 0
Employees on treadle press machines	179 3	1 9	181 8
Employees backing shirts off treadle shirt ironing machines	179 3	1 9	181 0
Starched clothes ironers who completely iron any starched clothes articles by hand	179 3	1 9	181 0
Starchers by hand, or machine, or attending to collar or shirt starching	179 3	1 9	181 0
hydro extractor	179 3	1 9	181 0
Employees engaged on heated flat work machines, i.e., shaking out,	179 3	1 9	181 0
feeding into or taking from	179 3	1 9	181 0
Employees on automatic air-driven presses	179 3	1 9	181 0
All others	172 6	1 6	174 0

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

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

1899.]



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No. 308]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 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:—

2.

*IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	s. d.	s. d.	s. d.	s. d.		
1st year	69 6	69 6	76 6	81 0	1st year	71 6
2nd year	93 0	93 0	109 0	132 6	2nd year	83 6
3rd year	109 0	118 6	155 6	178 6	3rd year	108 0
4th year—					4th year	134 0
1st six months	146 0	162 6	183 6	227 6	5th year and until 21 years of age	165 6
2nd six months	146 0	162 6	227 6	229 6		
5th year—						
1st six months	195 0	204 0	248 6	254 6		
2nd six months	195 0	245 0	248 6	254 6		
6th year and until 21 years of age	248 6	254 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.
<i>Males.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
With less than three years' experience in a solicitor's office—		
1st year's experience	13 4 0	13 1 0
2nd year's experience	13 9 0	13 6 0
3rd year's experience	13 14 0	13 11 0
All others	13 16 6	13 13 6
<i>Females.</i>		
All adults	10 7 0	10 4 0

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

[1901]



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No. 309]**FRIDAY, MAY 1.****[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 May, 1953.

Dated at Melbourne, this
30th day of April, 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.

Broom Section.			Feather Duster or Mop Sections.					
	Percent- age of Basic Wage.	Wages per Week of 40 Hours.	Males.			Females.		
				Percent- age of Basic Wage.	Wages per Week of 40 Hours.		Percent- age 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	65 0	1st Year	28	65 0	1st Year	38	66 0
2nd Year	37	86 0	2nd Year	37	86 0	2nd Year	50	87 0
3rd Year	42	97 6	3rd Year	42	97 6	3rd Year	55	95 6
4th Year	59	137 0	4th Year	59	137 0	4th Year	65	113 0
5th Year	71	164 6	5th Year	71	164 6	5th Year	76	132 0
6th Year	90	209 0	6th Year	90	209 0	6th Year	90	156 6
And thereafter the minimum wage			And thereafter the minimum wage.			And thereafter the minimum wage.		

PROPORTION IN ANY FACTORY OR PLACE.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 248s. 6d. per week of 40 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 248s. 6d. per week of 40 hours.

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 248s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 181s. 6d. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 248s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 181s. 6d. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 248s. 6d. per week of 40 hours, or the prescribed piece-work prices.

(b) Other Employees.

Broom Making.

	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)	272 0
Second sorter ..	267 0
Maker or sewer ..	272 0
Cutter off ..	262 6
All others ..	248 6

Feather Duster Making.

	Wages per Week of 40 Hours <i>s. d.</i>
Males ..	248 6
Females ..	181 6

Mop Making.

	Wages per Week of 40 Hours <i>s. d.</i>
Males ..	248 6
Females ..	181 6

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 150s. 6d.

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

[1903]



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No. 310]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 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	83	6	Ball mill attendant and/or employee milling silica ..	284 0
17 to 18 years of age	62	144	0	Other Mill attendants	272 0
18 to 19 years of age	81	188	0	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	265 0
19 to 21 years of age	96	222	6	Leading Hands—	
Proportions (in any place).				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.	
One improver to every six adult employees.				Note:—The above rates include an amount of 3s. as a clothing allowance.	

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.	<i>Males.</i>		s. d.	
Under 17 years of age	.. ..	36	83 6	Leading charging hand	.. ..	277	0
17 to 18 years of age	.. ..	62	144 0	Assistant charging hand	.. ..	261	0
18 to 19 years of age	.. ..	81	188 0	Notcher	.. ..	277	0
19 to 21 years of age	.. ..	96	222 6	Oven hands	.. ..	269	0
				Process worker (including taker off conveyor or granulator attendant)	.. ..	257	0
<i>Females.</i>		Percentage of Female Basic Wage.	s. d.				
Under 16 years of age	.. ..	38	66 0				
16 to 17 years of age	.. ..	51	88 6				
17 to 18 years of age	.. ..	54	94 0				
18 to 19 years of age	.. ..	64	111 6				
19 to 20 years of age	.. ..	73	127 0				
20 to 21 years of age	.. ..	83	144 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>		s. d.	
				Adult females	.. ..	183	6

* These wages are loaded to compensate for industry disabilities.

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

[1905]



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No. 311]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 108 of the 30th January, 1951, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.			
Wages.					Wages.			
Per Week of 40 Hours.					Per Week of 40 Hours.			
	Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 and under 17 years of age	50	116 0	1 0	117 0	Wet sheet machine leading hand ..	255 0	5 0	260 0
17 and under 18 years of age	58	134 6	1 2	135 8	Wet sheet machine operator ..	251 0	5 0	256 0
18 and under 19 years of age	69	160 0	1 4	161 4	Mixer operator—in sole charge of Tide mill ..	251 0	5 0	256 0
19 and under 20 years of age	85	197 0	1 7	198 7	Mixer operator—other ..	248 0	5 0	253 0
20 and under 21 years of age	100+2s.	234 0	2 1	236 1	Asbestos treatment operator ..	250 0	5 0	255 0
					Cutter-off in charge ..	255 0	5 0	260 0
					Cutter-off ..	247 6	5 0	252 6
					Plateman or stacker ..	248 0	5 0	253 0
					Corrugating machine operator ..	248 0	5 0	253 0
					Hand corrugator ..	246 6	5 0	251 6
					Wet trimmer (Power guillotine only)	248 0	5 0	253 0
					Leading hand in charge of dry trimming ..	255 0	5 0	260 0
					Dry trimmer—operating power cutting machine ..	248 0	5 0	253 0
					Accessories hand moulder—welded or grafted mouldings ..	250 0	5 0	255 0
					Accessories hand moulder—plain mouldings ..	248 0	5 0	253 0
					Operator cement bulk handling ..	250 0	5 0	255 0
					Pipe machine leading hand ..	259 0	5 0	264 0
					Mazza machine control operator ..	250 0	5 0	255 0
					Pressure pipe curing tank hand ..	247 6	5 0	252 6
					Operator pressure pipe turning and socket boring machine ..	247 6	5 0	252 6
					Operator pressure pipe turning and socket boring machine (who sets up machine) ..	252 6	5 0	257 6
					Pressure pipe socket fitter ..	247 6	5 0	252 6
					All others ..	245 0	5 0	250 0

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

Clauses, other than clause 2, of the said Determination as amended on the 5th April, 1951, shall remain in force.

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

No. 311.—3903/53.—PRICE 3d.

[1907]



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No. 312]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CLERKS (MEAT WORKS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 538 of the 4th July, 1952, shall be replaced by the following clause :—

WAGES PER WEEK OF 40 HOURS.

2. (a)

*Improvers.

Males.	Percentage of Basic Wage.	Total Wage.	Females.	Percentage of Female Basic Wage.	Total Wage.
	%	s. d.		%	s. d.
Under 16 years of age ..	39	90 6	Under 16 years of age ..	44	76 6
At 16 years of age ..	48	111 6	At 16 years of age ..	57	99 0
At 17 years of age ..	59	137 0	At 17 years of age ..	72	125 6
At 18 years of age ..	77	178 6	At 18 years of age ..	83	144 6
At 19 years of age ..	100 plus 1s. 6d.	233 6	At 19 years of age ..	95	165 6
At 20 years of age ..	100 plus 22s. 6d.	254 6	At 20 years of age ..	100 plus 7s. 6d.	181 6

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

PROPORTION (IN ANY PLACE).

One improver to one or two; Two improvers to three or four; Three improvers to five or six	}	Workers receiving not less than the minimum Wage.
And thereafter one improver to every three or fraction of three	}	

No. 312.—3906/53.—PRICE 3D.

(b)

Other Employees.

										Total Wage.
										£ s. d.
Males—(See Clause 3 (c) (vi) when less than 10 are employed)—										
Grade "C" (as defined in clause 3)	..	..	..	..	..	..	..	..	..	14 6 6
Grade "B" (as defined in clause 3)	..	..	..	..	..	..	..	..	..	15 1 6
Grade "A" (as defined in clause 3)	..	..	..	..	..	..	..	..	..	16 1 6
Females	..	..	..	..	..	..	..	..	..	10 15 0

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

[1909]



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No. 313]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CORK TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 377 of the 16th May, 1952, shall be replaced by the following clause:—

2. (a)

WAGES.

	Per Week.
<i>Adult Males.</i>	
Cork Cutting:—	£ s. d.
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—	
First six months	12 11 6
Thereafter	13 1 6
Feeders and/or operators of machines, i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing	12 9 6
All others	12 6 6
Cork Board:—	
Oven hand in charge (curing)	13 1 6
All others	12 6 6
Compressed Cork:—	
Oven hand in charge (curing)	13 1 6
Splitting with band knife and/or mixing granules with adhesive by machinery	12 14 6
All others	12 9 6
Fishing Requisites:—	
Rounding and/or drawing off—	
First six months	12 11 6
Thereafter	13 1 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks	12 9 6
All others	12 6 6
<i>Adult Females.</i>	
Under three months' experience	8 14 11
All others	8 17 0

(b)

APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age	25	2 18 0	17 years of age and under ..	54	4 14 0
16 years of age	35	4 1 0	18 years of age	64	5 11 6
17 years of age	48	5 11 6	19 years of age	74	6 9 0
18 years of age	60	6 19 0	20 years of age	85	7 8 0
19 years of age	76	8 16 6			
20 years of age	91	10 11 0			

PROPORTION (in any place).

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

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

[1911]



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No. 314]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CYCLE TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 565 of the 17th July, 1952, shall be replaced by the following clause:—

2.

(a) *Apprentices.				(b) *Improvers.			
		Percentage of Basic Wage.	Weekly Wages.			Percentage of Basic Wage.	Weekly Wages.
			s. d.				s. d.
1st year	.. ..	26	60 6	1st year	.. ..	25	58 0
2nd year	.. ..	32	74 0	2nd year	.. ..	31	72 0
3rd year	.. ..	51	118 6	3rd year	.. ..	50	118 0
4th year	.. ..	75	174 0	4th year	.. ..	72	167 0
5th year	.. ..	99	229 6	5th year	.. ..	97	225 0

And thereafter, until attaining the age of 21 years, four-fifths the journeyman's rate.

PROPORTION (IN ANY PLACE).

One apprentice to every three or fraction of three persons receiving not less than 25s. per week.

And thereafter four-fifths of the journeyman's rate.

Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.

PROPORTION (IN ANY PLACE).

One improver to one person receiving not less than 25s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons

* Except those covered by the Apprenticeship Act.

(c) Other Employees.

	Weekly Wages. Day Shift.
	<i>s. d.</i>
Foremen, where over five adults are employed	289 6
Foremen, where five adults or fewer are employed	285 9
Lathe hands	284 0
Builders and repairers of motor cycle frames and frames other than cycle frames	270 3
Builders or repairers or brazers of cycle frames	269 0
Other repairers of motor cycles (except lathe hands)	270 3
Other repairers (except lathe hands)	269 0
Assemblers of motor cycles	269 0
Other assemblers	261 6
Filers on motor and other cycles	261 6
Wheel-builders on motor and other cycles	261 6
Foremen in rim-making	273 6
All others employed in rim-making	261 6
Persons cleaning off joints by sand-blasting or by shot-blasting	261 6
Handle-bar benders—	
By the mandrel method	257 0
By any other method	261 6
Persons not provided for otherwise	251 0

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