



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE PLATE GLASS BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilelayers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations", has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 1st April, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES.		
<i>Section "A"—Glass.</i>		
Hand painter or designer on or for glass	14 6 0	14 3 0
Pencil hand-embosser	13 19 0	13 16 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker	13 19 0	13 16 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	12 19 0	12 16 0
Rubber-out embosser	12 19 0	12 16 0
Cementer	12 19 0	12 16 0
Employee turning out lead from mill for leadlight glazier	12 19 0	12 16 0
Silk Screen maker	12 19 0	12 16 0
Silk Screen operator	12 11 0	12 8 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	12 7 0	12 4 0

WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O. Melbourne; 10 Miles G.P.O. Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES—continued.		
<i>Section "B"—Safety Glass.</i>		
Cutter	13 19 0	13 16 0
Beveller	13 19 0	13 16 0
Employee in charge of laminating room	13 19 0	13 16 0
Edge grinders (including allowance for wet work)	13 19 0	13 16 0
Autoclave attendant	13 9 0	13 6 0
Furnace operator—		
(a) First three months	13 9 0	13 6 0
(b) After three months' service	13 19 0	13 16 0
Furnace operator's assistant	13 9 0	13 6 0
Employees on cornering	13 9 0	13 6 0
Scratch polisher	12 19 0	12 16 0
Edge workers employed on automatic or semi-automatic machines	12 19 0	12 16 0
Edge sealer	12 19 0	12 16 0
Employee packing, unpacking, or issuing glass	12 19 0	12 16 0
Employee working automatic cutting machine	12 19 0	12 16 0
Employee breaking out after automatic cutting machine	12 19 0	12 16 0
PART II.—ADULT FEMALES.		
<i>Safety Glass.</i>		
Females engaged on scratch polishing machines	9 3 6	9 1 6
Females engaged on inspecting and testing	8 19 6	8 17 6
All other work	8 15 6	8 13 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading Hands.*—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

1. 9s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 18s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 27s. per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. per hour to employees working in confined spaces;

Confined space means a compartment, space, or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (iii) 4d. per hour to employees working in any place where clothing or boots become saturated, whether by water, oil, or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots;
- (iv) 6d. per hour to employees handling loose slag wool, loose insul wool, or other loose material of a like nature used for providing insulation against heat, cold, or noise;
- (v) 4d. per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers' Industrial Officer, if there be one, or otherwise, by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid;

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

SPECIAL RATES NOT CUMULATIVE.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

RATES NOT SUBJECT TO PENALTY ADDITIONS.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but, if he or she is engaged for more than half of any one day, he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day, then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

	Within 20 Miles of G.P.O., Melbourne ; 10 Miles of G.P.O., Geelong ; at Warrnambool ; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>		
Five-year Term—		
1st year's experience	£ s. d. 3 13 6	£ s. d. 3 12 6
2nd year's experience	4 18 6	4 17 0
3rd year's experience	6 3 6	6 2 0
4th year's experience	9 10 0	9 7 6
5th year's experience	11 15 0	11 12 0
Four-year Term—		
1st year's experience	3 18 0	3 17 0
2nd year's experience	6 3 6	6 2 0
3rd year's experience	9 10 0	9 7 6
4th year's experience	11 15 0	11 12 0
<i>Improvers (Males).</i>		
Under 16 years of age	2 15 0	2 14 0
16 and under 17	3 7 0	3 6 6
17 and under 18	4 10 6	4 9 0
18 and under 19	6 0 6	5 19 0
19 and under 20	9 10 0	9 7 6
20 and under 21	11 14 0	11 11 0
<i>Female Apprentices.</i>		
1st year's experience	3 19 0	3 18 0
2nd year's experience	5 13 0	5 11 6
3rd year's experience	7 11 0	7 9 6
4th year's experience	8 13 0	8 11 0
<i>Female Improvers.</i>		
16 years and under	2 16 6	2 16 0
17 years	3 19 0	3 18 0
18 years	5 13 0	5 11 6
19 years	7 11 0	7 9 6
20 years	8 13 0	8 11 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

(ii) Female.—One female apprentice shall be allowed to each adult female worker.

(b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; provided that at least three adult male workers must be employed before a male improver can be employed.

(ii) In the case of the safety glass section, one male improver shall be allowed to each three adult male workers or fraction thereof employed.

(iii) Provided further that, in the case of the glass section in classification for which no apprentice is provided, one male improver shall be allowed to each four adult male workers or fraction thereof.

(iv) One female improver shall be allowed to each six adult female workers or fraction thereof.

(v) In the case of the safety glass section, three female improvers shall be allowed to each female receiving the adult female wage.

(c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

(d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory.

(e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

(f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

Apprenticeship Trades.

7. (a) For the purpose of indentures, the following shall be apprenticed trades:—

Glass.—Bevelling, silvering, embossing, glazing (including lead and copper glazing), painting and designing, cutting, bending, blocking, scratch polishing, and sand blasting.

Provided that, in all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder, or router.

Term of Apprenticeship.

(b) (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years and, for those entering apprenticeship trades in their eighteenth and nineteenth years, shall be four years.

(ii) *Females.*—The term of apprenticeship for females shall be four years.

General Conditions of Apprenticeship.

(c) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include, and all future contracts of apprenticeship shall include, the following provision:—

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

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

Technical Training.

(d) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College, shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education, shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment* :—

(a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid, he shall continue in his employment until the date of the expiration of such notice. Any employee who, having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him), absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday, the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

(e) A casual employee shall mean an employee who is engaged and paid as such, and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully, the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) For work performed on Mondays to Fridays, from 7 a.m. to 5.30 p.m. and, on Saturdays, from 7 a.m. to noon—ordinary time;

(2) For work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) For work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.:

Provided that, when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks: provided that the commencing time of any meal break is not made more than one hour earlier or later than usual, and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force, and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

- 11. (a) "An apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

- 12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday, inclusive.

SHIFT WORK.

- 13. Shift work may be worked, and where such shift work is worked, the following conditions shall apply:—
 - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who, during a period of engagement, work only on night shifts, shall be paid at the rate of time and a quarter.
 - (e) When employees are called upon to work afternoon and night shifts only, they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.
 - (f) When employees work day and afternoon shifts only, they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.
 - (g) The ordinary hours of actual work or duty, exclusive of meal breaks off duty (if any), of employees working on shift shall not exceed—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
 - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

- 14. (a) Except in the case of shift work, all time worked—
 - (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of 8 hours per day;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
 - (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.
 - (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
 - (d) In computing overtime, each day's work shall stand alone.
 - (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
 - (f) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30-minute break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. 6d. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop, spray paint operators, strippers of mirrors, and users of rouge and glacite shall be granted five minutes before lunch time and five minutes before knocking-off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

19. When any spell of duty is for four hours or more, an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and, during such interval, employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice, as required by this Determination, any moneys due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time, such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof, and, if any of such holidays fall within the period of annual leave and is observed on a day which would have been an ordinary working day, there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In the glass section for emergency replacements of glass;
- (ii) In all sections where employers are under contract to service ships in port;
- (iii) In retail shops for the purpose of servicing furniture;
- (iv) In any other section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave, and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee, including a piece-worker or a task worker, shall be credited by the employer with a sum equal to 4 hours' pay for each week of continuous service and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time, shall be ascertained.
- (iii) If, on the pay day following the holiday, there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall, on that pay day, pay to the employee an amount equal to that wage equivalent, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If, on the pay day following the holiday, the amount standing to such credit is less than such wage equivalent, the employer shall, on that pay day, pay to the employee the amount then standing to such credit, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall, if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week, pay to him such amount, and if there be not sufficient for this purpose, then the employer shall pay to the employee such amount as is standing to his credit, and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated, the employee may, at his own request, be paid the difference when he has accumulated sufficient credit to cover the necessary amount.

- (vi) On the pay day preceding the Christmas-New Year holidays, the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness, or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year, the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.
- (viii) If an employee lawfully leaves, or his employment is terminated by the employer through no fault of the employee, he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer, but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or workshop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution, 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil, 2 oz.; Iodine, tincture of, 2 oz.; Manual, First-aid, 1; Petrolatum, carbolyzed, 1 jar; Picric acid solution made according to the following recipe or prescription:— $\frac{1}{2}$ teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water—1 pint; Pins, safety, 1 packet; sal volatile, 6 oz.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint, absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant, an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee, and shall be payable in addition to any amounts paid for annual leave, sick leave, and public holidays, provided that this allowance shall not be subject to any premiums or penalty.

AMENITIES.

26. (a) Each employer shall install in each factory, shop, or workroom or place wherein employees are working, a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide a dining-room with adequate table and seating accommodation therein.

(f) An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his workshop.

(g) Suitable canvas or leather gloves shall be provided by employers for employees working in the glass section when necessary.

(h) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting and sand blasting. An employee, when performing such work, shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. The employees on sand blasting shall be supplied with 1 pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(i) While any work is being carried on in any confined or enclosed space in which fumes, gases, dust, or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work, the employer shall install a suction-exhaust apparatus through which, by means of a power-driven fan, air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction-exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory, or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly-accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIAL.

28. A duly-accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative in all be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That, if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or in committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

SHOP STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers, the practice shall continue until the Wages Board order otherwise orders. In all other cases where such appointment is approved of by the employer or his representative, and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer, a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store, or shop.

WORK TO BE DONE IN FACTORY, SHOP, OR PLACE.

33. (a) All work shall be done, in a factory, shop, or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop, or place to any building or ship for the purpose of repairing, completing, fitting, or fixing any work covered by this Determination.

(b) For the purposes of this Determination, "factory, shop, or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared, or manufactured.

(c) No persons shall use, allow, or permit to be used as a sleeping place any part of a factory, shop, or place.

PIECEWORK.

34. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and, in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

35. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 34) by contracting, sub-contracting, sub-letting, or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 2 are based upon the following basic wage for adult males and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 37.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne—	11 9 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool—same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts—same as the contemporaneous basic wage and minimum wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere—3s. less than the contemporaneous basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1953, the amount of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 1.03 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

(d) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 36.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37 the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
Section "A"—Glass.	
Hand painter or designer on or for glass	2 17 0
Pencil hand-embosser	2 10 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than four years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, and Scratch Polisher and Glass Blocker	2 10 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	1 10 0
Rubber out embosser	1 10 0
Cementer	1 10 0
Employee turning out lead from mill for leadlight glazier	1 10 0
Silk screen maker	1 10 0
Silk screen operator	1 2 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	0 18 0

Classification.	Margin.
<i>Section "B"—Safety Glass.</i>	
	<i>£ s. d.</i>
Cutter	2 10 0
Beveller	2 10 0
Employee in charge of laminating room	2 10 0
Edge grinders (including allowance for wet work)	2 10 0
Autoclave attendant	2 0 0
Furnace operator—	
(a) First three months	2 0 0
(b) After three months' service	2 10 0
Furnace operator's assistant	2 0 0
Employees on cornering	2 0 0
Scratch polisher	1 10 0
Edge workers employed on automatic or semi-automatic machines	1 10 0
Edge sealer	1 10 0
Employee packing, unpacking, or issuing glass	1 10 0
Employee working automatic cutting machine	1 10 0
Employee breaking out after automatic cutting machine	1 10 0
PART II.—ADULT FEMALES.	
<i>Females.</i>	
Females engaged on scratch polishing machines	0 12 0
Females engaged on inspecting and testing	0 8 0
All other work	0 4 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and, in addition thereto, the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

—	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
<i>Five-year Term—</i>		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
<i>Four-year Term—</i>		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

P. A. RANGLES, Chairman.
J. V. WILLOX, Secretary.

Melbourne, 16th March, 1953.

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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 May, 1953.

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

RAY H. BEERS,
Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in *Government Gazette* No. 1231 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
<i>(a) Assembly, Fitting, and Process Working.</i>		
Assembler	12 16 0	12 13 0
Assembler after two years' experience	13 0 0	12 17 0
Carpenter on agricultural implement making (including tool allowance)	13 12 0	13 9 0
Dismantler	12 15 0	12 12 0
Implement and/or comb fitter	13 4 0	13 1 0
Implement and/or comb fitter after two years' experience	13 9 0	13 6 0
Pattern fitter and finisher	13 9 0	13 6 0
Pattern fitter and finisher required to do machining	14 4 0	14 1 0
Plough fitter	13 2 0	12 19 0
Process worker	12 14 0	12 11 0
Wheel rimmer	13 4 0	13 1 0
Windmill erector	13 4 0	13 1 0
Windmill maker other than fitter	13 3 0	13 0 0
<i>(b) Blacksmithing, &c.</i>		
Blacksmith's striker	12 15 0	12 12 0
Blacksmith's striker on double fires	12 17 0	12 14 0
Bulldozer operator	13 1 0	12 18 0
Hammer driver	12 17 0	12 14 0
Heater	12 15 0	12 12 0
Implement smith of five years' experience able to do all classes of implement work	13 12 0	13 9 0
Other smith (including iron bender)	13 9 0	13 6 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION— <i>continued.</i>		
(c) Dressing, Grinding, and Pickling.		
Chipper	12 15 0	12 12 0
Dresser and fettler	12 17 0	12 14 0
Emery-wheel attendant	12 17 0	12 14 0
Grinder	12 17 0	12 14 0
Grinder using portable machine	12 19 0	12 16 0
Pickler	12 12 0	12 9 0
Shot and sand blast dresser	12 19 0	12 16 0
(d) Furnacemen.		
Cupola	13 4 0	13 1 0
Electric	13 3 0	13 0 0
All other furnaces (not including small rivet or bolt heating)	13 1 0	12 18 0
Small rivet or bolt heating	12 17 0	12 14 0
Assistant	12 15 0	12 12 0
(e) Foundry.		
Jobbing moulder and/or coremaker	14 4 0	14 1 0
Loose pattern moulder	13 14 0	13 11 0
Plate and machine moulder and/or coremaker	13 6 0	13 3 0
Cupola furnaceman	13 9 0	13 6 0
Electric furnaceman	13 8 0	13 5 0
All other furnacemen	13 6 0	13 3 0
Assistant furnacemen	13 0 0	12 17 0
Dressers and fettlers	13 2 0	12 19 0
Grinders	13 2 0	12 19 0
Grinders using portable machine	13 4 0	13 1 0
Shot and sand blast dressers	13 4 0	13 1 0
(f) Inspection, &c.		
Checker	12 17 0	12 14 0
Inspector	12 17 0	12 14 0
(g) Machinists.		
1st class	14 4 0	14 1 0
2nd class	13 9 0	13 6 0
3rd class	13 0 0	12 17 0
Driller	12 17 0	12 14 0
Process worker	12 14 0	12 11 0
(h) Painting, &c.		
Dipper	12 12 0	12 9 0
Painter (brush hand)	12 15 0	12 12 0
Paint mixer	12 12 0	12 9 0
Spray painter	12 16 0	12 13 0
Writer and liner	13 4 0	13 1 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class	14 4 0	14 1 0
Sheet Metal Workers—2nd class	13 9 0	13 6 0
(j) Stores.		
Attendant at casting stores	12 12 0	12 9 0
Storeman and/or packer	12 15 0	12 12 0
(k) Welders.		
1st class	14 8 6	14 5 6
2nd class	13 0 0	12 17 0
3rd class	12 16 0	12 13 0
Tack welder	12 18 0	12 15 0
(l) Wire Workers.		
Wire drawer	12 15 0	12 12 0
Wire weaver	12 15 0	12 12 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	14 4 0	14 1 0
Shift electrician	14 4 0	14 1 0
Tradesman, electrical fitter	14 4 0	14 1 0
Tradesman's and electrical mechanic's assistant	12 15 0	12 12 0
DIVISION III.—ENGINEERING.		
Electrical fitter	14 4 0	14 1 0
Machinist—1st class	14 4 0	14 1 0
Machinist—2nd class	13 9 0	12 6 0
Machinist—3rd class	13 0 0	12 17 0
Motor mechanic	14 4 0	14 1 0
Patternmaker	14 17 0	14 14 0
Toolmaker	14 17 0	14 14 0
Tradesman	14 4 0	14 1 0
Tradesman, the greater part of whose time is occupied in marking off	14 8 6	14 5 6
Tradesman, wet stone grinder and glazier	14 4 0	14 1 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION IV.—ENGINEERING SMITHING.		
	£ s. d.	£ s. d.
Coppersmith	14 5 6	14 2 6
Forger and/or faggoter	15 2 6	14 19 6
Forgeman's assistant	12 17 0	12 14 0
Other smith	14 5 6	14 2 6
Toolsmith	14 8 6	14 5 6
DIVISION V.—WOOD MILL.		
Band sawyer	13 1 0	12 18 0
Bending machinist	12 18 0	12 15 0
Boring and drilling machinist	12 14 0	12 11 0
Buzzer machinist (only operating or feeding machines)	12 10 0	12 7 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	13 4 0	13 1 0
Casemaker	13 0 0	12 17 0
Casemaking sawyer	12 11 0	12 8 0
Circular sawyer	13 1 0	12 18 0
Crosscut sawyer	12 14 0	12 11 0
Morticing machinist	12 14 0	12 11 0
Moulding machinist (where the machinists set up their machines only)	13 2 0	12 19 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 11 0	13 8 0
Pulling out machinist	12 13 0	12 10 0
Sanding machinist	12 18 0	12 15 0
Saw doctor	14 10 0	14 7 0
Shaper machinist	13 16 6	13 13 6
Stacker	12 13 0	12 10 0
Tenoning machinist (only operating or feeding machines)	12 12 0	12 9 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 8 0	13 5 0
Thickneser machinist	12 17 0	12 14 0
Turner	13 16 6	13 13 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	13 3 0	13 0 0
Carpenter (other than agricultural implement making)	14 4 0	14 1 0
Currier	13 13 0	13 10 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	12 1 0	11 18 0
Employee not elsewhere classified	11 15 0	11 12 0

APPRENTICESHIP.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed:—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows:—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
 Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
 Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
 Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
 Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
 Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) 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.

(i) The period of apprenticeship shall be as follows:—

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

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision:—

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

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows:—

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
Four and five-year terms—	£ s. d.	£ s. d.
1st year	3 5 6	3 5 0
2nd year	4 11 6	4 10 6
3rd year	6 2 0	6 0 6
4th year	9 12 6	9 10 0
5th year	11 18 0	11 15 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 15 0	3 14 0
2nd year	6 2 0	6 0 6
3rd year	9 12 6	9 10 0
4th year	11 18 0	11 15 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) 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.
- (x) 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 the Determination for the trade, 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.
- (xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>	£ s. d.	£ s. d.
Under one month's experience	8 14 0	8 11 6
All others	9 10 0	9 7 6
<i>II.—Junior Females.</i>		
17 years of age and under	4 14 0	4 12 6
18 years of age	5 12 0	5 10 6
19 years of age	6 10 0	6 8 0
20 years of age	7 7 6	7 5 6
<i>III.—Male Juniors.</i>		
Under 16 years of age	2 17 6	2 17 0
16 years of age	4 2 0	4 1 0
17 years of age	5 10 6	5 9 6
18 years of age	6 19 6	6 18 0
19 years of age	8 15 6	8 13 0
20 years of age	10 11 0	10 8 6
<i>IV.—Junior Males (Foundries).</i>		
Under 16 years of age	2 18 6	2 18 0
16 years of age	3 18 6	3 17 6
17 years of age	7 2 6	7 1 0
18 years of age	8 19 6	8 17 0
19 years of age and over	10 15 6	10 13 0

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry 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 prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (d).

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

[1933]



VICTORIA GOVERNMENT GAZETTE.

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No. 320]

MONDAY, MAY 4.

[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.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 531 of the 26th June, 1952, shall be replaced by the following clauses:—

2.

Wages per Week of 40 Hours.

Locality.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	14 8 6	14 15 0	14 5 6
Annealer and/or case hardener	13 14 6	14 1 0	13 11 6
Brassfinisher (tradesman)	14 4 0	14 10 6	14 1 0
Brassfinisher (2nd class)	13 9 0	13 15 6	13 6 0
Brass polisher	13 2 0	13 8 6	12 19 0
Blacksmith's machinist	13 0 0	13 6 6	12 17 0
Brass-smith, coppersmith, or other smith	14 5 6	14 12 0	13 19 6
Fitter and/or turner	14 4 0	14 10 6	14 2 0
Fitter, turbine blade	14 8 6	14 15 0	14 5 6
Forger and/or faggoter	15 2 6	15 9 0	14 19 6
Heat treater	14 8 6	14 15 0	14 5 6
Heat treater not subject to plant metallurgical supervision	14 17 0	15 3 6	14 14 0
Heat treater operative (as defined)	13 1 0	13 7 6	12 18 0
Inspector	14 19 6	15 6 0	14 16 6
Key-seating machinist	13 9 0	13 15 6	13 6 0
Locksmith	14 4 0	14 10 6	14 1 0
Machine setter	14 4 0	14 10 6	14 1 0
Machinist—1st class	14 4 0	14 10 6	14 1 0
Machinist—2nd class	13 9 0	13 15 6	13 6 0
Machinist—3rd class	13 0 0	13 6 6	12 17 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 8 6	14 15 0	14 5 6
Motor cycle mechanic	13 19 6	14 6 0	13 16 6
Motor mechanic	14 4 0	14 10 6	14 1 0
Mould polisher	12 18 0	13 4 6	12 15 0
Patternmaker	14 17 0	15 3 6	14 14 0
Pipe fitter on low pressure work	13 9 0	13 15 6	13 6 0
Process worker	12 14 0	13 0 6	12 11 0
Refrigeration mechanic or serviceman	14 4 0	14 10 6	14 1 0
Safe maker and/or repairer (security work)	14 4 0	14 10 6	14 1 0
Scalemaker and/or adjuster	14 4 0	14 10 6	14 1 0
Scientific instrument maker	14 17 0	15 3 6	14 14 0
Toolmaker	14 17 0	15 3 6	14 14 0
Toolsmith	14 8 6	14 15 0	14 5 6
Wet stone grinder and glazier (tradesman)	14 4 0	14 10 6	14 1 0
Welder—Special class (as defined)	14 8 6	14 15 0	14 5 6
Welder—1st class (as defined)	14 4 0	14 10 6	14 1 0
Welder—2nd class	13 0 0	13 6 6	12 17 0
Welder—3rd class	12 16 0	13 2 6	12 13 0

Wages per Week of 40 Hours—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Welder—task	12 18 0	13 4 6	12 15 0
Jobbing moulder and/or coremaker	14 4 0	14 10 6	14 1 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 0 0	13 6 6	12 17 0
2nd six months' experience	13 3 0	13 9 6	13 0 0
3rd six months' experience	13 6 0	13 12 6	13 3 0
Thereafter	13 11 0	13 17 6	13 8 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified	11 15 0	12 1 6	11 12 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	14 5 6	14 12 0	14 2 6
Cash register mechanic	14 5 6	14 12 0	14 2 6
Tradesman	14 4 0	14 10 6	14 1 0
First-class mechanic	13 14 6	14 1 0	13 11 6
Second-class mechanic	13 11 0	13 17 6	13 8 0
Process worker	12 14 0	13 0 6	12 11 0
Other employees with not less than three months' experience in the metal trades industry	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified	11 15 0	12 1 6	11 12 0

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

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

LEADING HANDS.

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

Provided that an employee in an electrical supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

APPRENTICESHIP.

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

Apprenticeship Trades.

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

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but, not including the making of parts by specialized processes, and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—Special class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

- (i) by mutual consent;

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

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

Instruction in Welding.

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

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed. Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

- Welder—Special class;
- Motor mechanic; and
- Moulder and/or coremaker—jobbing;

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

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

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

(ii) Notwithstanding anything hereinbefore provided in the trades of—

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority 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.

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

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.

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(g) 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.

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

Wages.

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

The total 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.

Wages per Week of 40 Hours.

	Percentage of Basic Wage	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 14 0	3 16 6	3 13 6
2nd year	43	5 0 0	5 2 6	4 18 6
3rd year	54	6 5 6	6 9 0	6 3 6
4th year	83	9 12 6	9 18 0	9 10 0
5th year	100 plus 6s.	11 18 0	12 4 6	11 15 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	3 19 0	4 1 0	3 18 0
2nd year	54	6 5 6	6 9 0	6 3 6
3rd year	83	9 12 6	9 18 0	9 10 0
4th year	100 plus 6s.	11 18 0	12 4 6	11 15 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself

without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 14 0	3 16 6	3 13 6
2nd year	43	5 0 0	5 2 6	4 18 6
3rd year	54	6 5 6	6 9 0	6 3 6
4th year	83	9 12 6	9 18 0	9 10 0
5th year	100 plus 6s.	11 18 0	12 4 6	11 15 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience ..	75	..	8 14 0	8 19 0	8 11 6
All others	75	16 0	9 10 0	9 15 0	9 7 6

When employed in a classification for which the corresponding margin in clause 26 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

II.—Junior Females.

	*Percentage of Basic Wage.	Additional Amount.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 14 0	4 16 6	4 12 6
18 years of age	62	4 0	5 12 0	5 15 0	5 10 6
19 years of age	72	4 6	6 10 0	6 13 6	6 8 0
20 years of age	82	5 0	7 7 6	7 12 0	7 5 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 17 6	2 19 0	2 17 0
16 years of age	34	3 0	4 2 0	4 4 0	4 1 0
17 years of age	46	4 0	5 10 6	5 13 6	5 9 6
18 years of age	58	5 0	6 19 6	7 3 6	6 18 0
19 years of age	73	6 0	8 15 6	9 0 0	8 13 0
20 years of age	88	7 0	10 11 0	10 17 0	10 8 6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

IV.—Junior Males (Foundries).

	*Percentage of Basic Wage.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age	24	3 0	2 18 6	3 0 0
16 years of age	32	4 3	3 18 6	4 0 6
17 years of age	58	8 0	7 2 6	7 8 6
18 years of age	73	10 0	8 19 6	9 4 0
19 years of age and over	88	11 6	10 15 6	11 1 6

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

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

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

Prohibited Occupations.

(d) Junior employees shall not be employed :—

(i) if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—

die setting on power presses; or
as furnacemen or assistants to furnacemen.

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

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[1939]



VICTORIA
GOVERNMENT GAZETTE.

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No. 321]

MONDAY, MAY 4.

[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.

HOTEL AND RESTAURANT BOARD.

Clauses 2, 3, 36 and 52 of the Determination published in *Government Gazette* No. 859 of the 10th November, 1952, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2.

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> 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.
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
17 years of age	110 6	.. ..	109 6	.. ..
18 years of age	139 6	112 0	138 0	110 6	
19 years of age	175 6	130 0	173 0	128 0	
20 years of age	211 0	147 6	208 6	145 6	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria	
	Males.	Females	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.				
Barman	s. d.	s. d.	s. d.	s. d.
Cellarman	262 0	..	259 0	..
Assistant Cellarman	274 0	..	271 0	..
Barmaids	262 0	262 0	259 0	259 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	302 0	244 0	299 0	242 3
Five, six, or seven	292 0	234 0	289 0	232 3
Three or four	274 0	216 0	271 0	214 3
Other first cooks, or cook employed alone	268 0	210 0	265 0	208 3
Second cook where number of persons employed in kitchen is—				
Eight or more	284 6	226 6	281 6	224 9
Five, six, or seven	274 6	216 6	271 6	214 9
Other second cooks	262 0	208 0	259 0	206 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	284 6	226 6	281 6	224 9
Five, six, or seven	274 6	216 6	271 6	214 9
Other night or relieving cooks	262 0	204 0	259 0	202 3
Larder cook	265 0	207 0	262 0	205 3
Pastrycook	268 0	210 0	265 0	208 3
Stove, grill, fish, third or breakfast cook	262 0	204 0	259 0	202 3
Vegetable or assistant cook	259 0	201 0	256 0	199 3
Oysterman	252 0	..	249 0	..
Pantryman or kitchenman	252 0	..	249 0	..
Storeman	259 0	..	256 0	..
Head waiter	262 0	..	259 0	..
Other waiters (Drink and/or food)	252 0	..	249 0	..
Night porter	252 0	..	249 0	..
Day porter	252 0	..	249 0	..
Billiard-room attendant	252 0	..	249 0	..
Commissionaire or messenger	252 0	188 0	249 0	186 3
Housekeeper, stewardess, or manageress .. .. .	..	204 0	..	202 3
Laundress .. .. .	..	192 0	..	190 3
Head waitress .. .. .	..	194 0	..	192 3
Other waitresses .. .. .	..	188 0	..	186 3
Pantrymaid or kitchenmaid .. .. .	..	188 0	..	186 3
Housemaid .. .. .	..	188 0	..	186 3
Persons not otherwise provided for	252 0	188 0	249 0	186 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 105 6	..	Per week of 20 hours 104 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 48s. per week.

(b) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(c) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

CLUBS.

36. APPRENTICES OR IMPROVERS.					
WAGES PER WEEK OF 40 HOURS.					
	Males.		Females.		PROPORTION (IN ANY PLACE).
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	104 6	48	83 6	MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17 years of age ..	52	120 6	56	97 6	
18 years of age ..	59	137 0	59	102 6	
19 years of age ..	70	162 6	63	109 6	
20 years of age ..	90	209 0	70	122 0	
					<i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.

OTHER EMPLOYERS.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Steward	262 0	..	259 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	302 0	239 0	299 0	237 3
Five, six, or seven	292 0	228 0	289 0	227 3
Three or four	274 0	211 0	271 0	209 3
Other first cooks or cook employed alone	268 0	205 0	265 0	203 3
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	284 6	221 6	281 6	219 9
Five, six, or seven	274 6	211 6	271 6	209 9
Less than five	262 0	203 0	259 0	201 3
Larder cook	265 0	202 0	262 0	200 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	264 0	200 0	261 0	198 3
Third, stove, grill, fish, or breakfast cook	262 0	199 0	259 0	197 3
Vegetable or assistant cook	259 0	196 0	256 0	194 3
Oysterman	252 0	..	249 0	..
Pantryman or kitchenman	252 0	..	249 0	..
Storeman	259 0	..	256 0	..
Head waiter	262 0	..	259 0	..
Other waiters	252 0	..	249 0	..
Night porter	252 0	..	249 0	..
Day porter	252 0	..	249 0	..
Billiard-room attendant	252 0	..	249 0	..
Commissionaire or messenger	252 0	..	249 0	..
Housekeeper, stewardess, or manageress .. .. .	..	199 0	..	197 3
Laundress .. .. .	..	187 0	..	185 3
Head waitress or supervisor .. .. .	..	189 0	..	187 3
Other waitresses .. .. .	..	183 0	..	181 3
Pantrymaid or kitchenmaid .. .. .	..	183 0	..	181 3
Counterhand .. .. .	..	183 0	..	181 3
Housemaid .. .. .	..	183 0	..	181 3
Linen maid or seamstress .. .. .	..	187 6	..	185 9
Persons not otherwise provided for	252 0	183 0	249 0	181 3
		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	106 9	..	105 9

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m. the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) provides meals which are consumed by the employee—
 - (a) for each substantial meal 1s. 8d. per meal less.
 - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 46s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (a) APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 40 HOURS.				PROPORTION (IN ANY PLACE).
	Males.		Females.		
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	104 6	48	83 6	MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age ..	52	120 6	56	97 6	
18 years of age ..	59	137 0	59	102 6	
19 years of age ..	70	162 6	63	109 6	
20 years of age ..	90	209 0	70	122 0	

(b) OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First cook where the number of persons employed in the kitchen is—				
Eight or more	299 0	239 0	296 0	237 3
Five, six, or seven	289 0	228 0	286 0	227 3
Three or four	271 0	211 0	268 0	209 3
Other first cooks or cook employed alone ..	265 0	205 0	262 0	203 3
Second cook where the number of persons employed in the kitchen is—				
Eight or more	281 6	221 6	278 6	219 9
Five, six, or seven	271 6	211 6	268 6	209 9
Other second cooks	259 0	203 0	256 0	201 3
Night or relieving cook	259 0	199 0	256 0	197 3
Larder cook	262 0	202 0	259 0	200 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	261 0	200 0	258 0	198 3
Third, stove, grill, fish, or breakfast cook ..	259 0	199 0	256 0	197 3
Vegetable or assistant cook	256 0	196 0	253 0	194 3
Oysterman	249 0	..	246 0	..
Pantryman or kitchenman	249 0	..	246 0	..
Storeman or storewoman	256 0	187 0	253 0	185 3
Head waiter	259 0	..	256 0	..
Other waiters	249 0	..	246 0	..
Night porter	249 0	..	246 0	..
Day porter	249 0	..	246 0	..
Billiard-room attendant	249 0	..	246 0	..
Commissionaire or messenger	249 0	..	246 0	..
Housekeeper or stewardess .. .. .	..	199 0	..	197 3
Laundress .. .. .	..	187 0	..	185 3
Head waitress or supervisor .. .. .	..	189 0	..	187 3
Other waitresses .. .. .	..	183 0	..	181 3
Pantrymaid or kitchenmaid .. .. .	..	183 0	..	181 3
Fruit juice, flavour, or soda fountain hand ..	..	186 0	..	183 9
Counterhand (other than a soda fountain hand as defined) .. .. .	..	183 0	..	181 3
Housemaid .. .. .	..	183 0	..	181 3
Linen maid or seamstress .. .. .	..	187 6	..	185 9
Persons not otherwise provided for	249 0	183 0	246 0	181 3
		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	106 9	..	105 9

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m.,

the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) provides meals which are consumed by the employee—
 - (a) for each substantial meal, 1s. 8d. per meal less.
 - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 46s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

Clauses, other than clauses 2, 3, 36 and 52, of the said Determination shall remain in force.



[1945]



VICTORIA GOVERNMENT GAZETTE.

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No. 322]

MONDAY, MAY 4.

[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.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 523 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	14 0 6	14 7 0	13 17 6
5 and 6 inch, footman	13 12 0	13 18 6	13 9 0
4 inch and under, headman	13 15 0	14 1 6	13 12 0
4 inch and under; footman	13 5 0	13 11 6	13 2 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	13 2 6	13 9 0	12 19 6
Dresser of pipes, including dresser on emery wheels	13 2 0	13 8 6	12 19 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne ; 10 Miles of G.P.O., Geelong ; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	13 16 0	14 2 6	13 13 0
5 and 6 inch, spigot	13 5 0	13 11 6	13 2 0
4 inch and under, faucet	13 9 0	13 15 6	13 6 0
4 inch and under, spigot	13 1 0	13 7 6	12 18 0
Finishers and casters—			
5 and 6 inch	13 16 0	14 2 6	13 13 0
4 inch and under	13 9 0	13 15 6	13 6 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	14 4 0	14 10 6	14 1 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 0 0	13 6 6	12 17 0
2nd six months' experience	13 3 0	13 9 6	13 0 0
3rd six months' experience	13 6 0	13 12 6	13 3 0
Thereafter	13 11 0	13 17 6	13 8 0
Dresser and grinder (when using portable machine)	13 4 0	13 10 6	13 1 0
Dresser and grinder (other)	13 2 0	13 8 6	12 19 0
Furnaceman—cupola	13 9 0	13 15 6	13 6 0
Furnaceman—electric	13 8 0	13 14 6	13 5 0
Furnaceman—other	13 6 0	13 12 6	13 3 0
Assistant furnaceman	13 0 0	13 6 6	12 17 0
Loader and unloader of annealing furnace	13 0 0	13 6 6	12 17 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	13 0 0	13 6 6	12 17 0
(b) other	13 10 0	13 16 6	13 7 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 0 0	13 6 6	12 17 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed :—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

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.

3.

APPRENTICESHIP.

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided :—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>				
1st year	32	£ 3 14 0	£ 3 16 6	£ 3 13 6
2nd year	43	5 0 0	5 2 6	4 18 6
3rd year	54	6 5 6	6 9 0	6 3 6
4th year	83	9 12 6	9 18 0	9 10 0
5th year	100 plus 6s.	11 18 0	12 4 6	11 15 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>				
1st year	34	3 19 0	4 1 0	3 18 0
2nd year	54	6 5 6	6 9 0	6 3 6
3rd year	83	9 12 6	9 18 0	9 10 0
4th year	100 plus 6s.	11 18 0	12 4 6	11 15 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.

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

Payment by Results.

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

Prohibition of Premiums.

(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.

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O. Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience ..	75	..	..	8 14 0	8 19 0	8 11 6
All others ..	75	16 0	..	9 10 0	9 15 0	9 7 6
When employed in a classification for which the corresponding margin in clause 25 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.						
<i>II.—Junior Females.</i>						
17 years of age and under ..	52	..	3 6	4 14 0	4 16 6	4 12 6
18 years of age ..	62	..	4 0	5 12 0	5 15 0	5 10 6
19 years of age ..	72	..	4 6	6 10 0	6 13 6	6 8 0
20 years of age ..	82	..	5 0	7 7 6	7 12 0	7 5 6
<i>III.—Junior Males.</i>						
Under 16 years of age ..	24	..	3 0	2 18 6	3 0 0	2 18 0
16 years of age ..	32	..	4 3	3 18 6	4 0 6	3 17 6
17 years of age ..	58	..	8 0	7 2 6	7 6 6	7 1 0
18 years of age ..	73	..	10 0	8 19 6	9 4 0	8 17 0
19 years of age and over ..	88	..	11 6	10 15 6	11 1 6	10 13 0

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

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

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

- (i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
- (ii) Breaking up pig iron.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

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

[1949]



VICTORIA
GOVERNMENT GAZETTE.

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No. 323]

MONDAY, MAY 4.

[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.

LEATHER-GOODS BOARD.

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

2. WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	13 6 0	13 3 0
All other Journeymen	13 12 0	13 9 0
Journeywomen engaged in the trimming of gloves, cutting out foretts and quirks, or cutting cotton ends	9 4 6	10 2 0
Other Journeywomen	9 10 0	9 7 6

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

No. 323.—3988/53.—PRICE 3d.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	69 6	68 6
Second year's experience	81 0	80 0
Third year's experience	116 0	114 6
Fourth year's experience	185 6	183 0
Fifth year's experience	232 0	229 0
Four year terms—		
First year's experience	69 6	68 6
Second year's experience	116 0	114 6
Third year's experience	185 6	183 0
Fourth year's experience	232 0	229 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 year of age	69 6	68 6
16 and under 17 years of age	93 0	91 6
17 and under 18 years of age	116 0	114 6
18 and under 19 years of age	139 0	137 6
19 and under 20 years of age	185 6	183 0
20 and under 21 years of age	232 0	229 0

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

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	69 6	68 6
16 and under 17 years of age	87 0	85 6
17 and under 18 years of age	99 0	98 0
18 and under 19 years of age	111 6	110 0
19 and under 20 years of age	122 0	120 0
20 and under 21 years of age	151 6	149 0

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

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

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

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

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

[1953]



VICTORIA GOVERNMENT GAZETTE.

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No. 324]

MONDAY, MAY 4.

[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.

PLUMBERS BOARD.

Clause I of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 564 of the 17th July, 1952, shall be replaced by the following clauses:—

PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year ..	29	67 6	2 8	70 2
2nd year ..	38	88 0	5 4	93 4
3rd year ..	53	123 0	8 0	131 0
4th year ..	76	176 6	10 8	187 2
5th year ..	98	227 6	13 4	240 10
6th year ..	100 plus 27s.	259 0	16 0	275 0

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 11s. 6d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

				s. d.	
1st year ..	..	..	..	80	9
2nd year ..	..	..	..	103	3
3rd year ..	..	..	..	138	4
4th year ..	..	..	..	205	3
5th year ..	..	..	..	265	5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four }
Two improvers to fifteen } workers receiving not
Three improvers to thirty } less than £15 11s. 6d.
and thereafter one additional im- } per week.
prover to every seven additional }

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

(b)

OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week.		Wages Per Hour.		Person employed—	Wages Per Week.		Wages Per Hour.		
	£	s.	d.	s.		d.	£	s.	d.	s.	d.
(a) Where the artificial temperature is—					(a) Where the artificial temperature is—					
Over 130° F.	19	17	6	9	11	19	11	1	9	9
115° F., but not exceeding										
130° F.	19	0	8	9	6	18	14	3	9	4
50° F. or lower	19	17	6	9	11	19	11	1	9	9
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	17	19	0	8	11	17	12	7	8	9
(c) Lead burning or at lead work connected therewith	17	2	2	8	6	16	15	9	8	4
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	15	17	11	7	11	15	11	6	7	9
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	15	17	11	7	11	15	11	6	7	9
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	15	17	11	7	11	15	11	6	7	9

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

Part II.

This Part applies to all persons employed by Gas Companies.

I. WAGES.	
Nature of Employment.	Wages per Week of 40 Hours.
	£ s. d.
Persons employed—	
(a) Leadburning or at lead work connected therewith	15 13 9
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	14 9 6
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering	14 9 6
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	14 9 6

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 9s. 6d. per week of 40 hours.

(b) IMPROVERS.*

(i) WAGES.					(ii) PROPORTION (within any factory or place.)
Per Week of 40 Hours.					
			<i>s. d.</i>		
1st year	..	..	..	..	80 9
2nd year	..	..	..	..	103 3
3rd year	..	..	..	..	138 4
4th year	..	..	..	..	205 3
5th year	..	..	..	..	265 5
and thereafter the minimum wage.					

One improver to four }
 Two improvers to fifteen }
 Three improvers to thirty } workers receiving not less than
 and thereafter one addi- } £14 9s. 6d. per week
 tional improver to every }
 seven additional }

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I., and clauses 1 and 2 of Part II. of the said Determination, as amended by the Industrial Appeals Court, shall remain in force.



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No. 325]

MONDAY, MAY 4.

[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.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, and 4 of Part I., and clause 24 of Part III., of the Determination published in *Government Gazette* No. 18 of the 29th January, 1953, shall be replaced by the following clauses:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2.

APPRENTICES AND IMPROVERS.

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	190 0	62 6	73 0	71 6	62 6	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 280s. per week of 40 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 262s. per week of 40 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 182s. 6d. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 183s. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 200s. 6d. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 176s. 6d. per week of 40 hours.</p>
16 to 17 years of age		83 6	83 6	95 6	83 6	
17 to 18 years of age		111 6	95 6	108 0	95 6	
18 to 19 years of age		158 0	106 0	127 0	106 0	
19 to 20 years of age		237 0	197 0	139 0	123 6	
20 to 21 years of age	258 0	235 0	146 0	141 0		
					<p>Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.</p>	

3.

OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	Percentage of Adult Male Storeman and Packers' Rate.	
	%	s. d.
Under 16 years of age	35	90 6
16 to 17 years of age	43	111 0
17 to 18 years of age	50	129 0
18 to 19 years of age	60	155 0
19 to 20 years of age	78	201 0
20 to 21 years of age	90	232 6

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 40 Hours.
	s. d.
(i) Storemen or Packers	258 0
Leading hands—as defined in clause 22 hereof—	
(I.)	263 0
(II.)	268 0
(III.)	268 0
(IV.)	278 0
Blender as defined in clause 22 hereof—Grade 1	278 0
Blender as defined in clause 22 hereof—Grade 2	273 0
Blender as defined in clause 22 hereof—Grade 3	263 0
Where a blender is also a leading hand as defined he shall be paid the appropriate rate hereinbefore prescribed for a leading hand plus the following additional amounts :—	
Blender as defined Grade 1	£1
Blender as defined Grade 2	15s.
Blender as defined Grade 3	5s.
Spray stencilling of drums	263 0
Spray painting of drums in an enclosed place	268 0
Refinery operatives—	
Stillman	288 0
Assistant stillman	278 0
Storeman and/or packer filling hot bitumen into drums	261 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 0½d. adjustable under clause 67 hereof.	

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i)	Males employed in (or on) or in connexion with—									
	Wharfs, Wharf Streets, Customs Storehouse, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boat Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
Column No.	1	2	3	4	5	6	7	8	9	10
	WAGES PER WEEK OF—									
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(a) Works singly or is assisted by a person under 18 years of age	278 0	269 8	273 0	265 0	264 6	275 0	264 6	266 6	274 0	266 6
(b) 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	278 0	269 8	273 0	267 6	266 9	281 3	266 9	273 9	276 3	268 9
(ii) 7 or more such persons	278 0	269 8	273 0	281 6	281 6	295 9	281 6	282 9	290 3	282 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	270 0	270 0	270 0	270 0	270 0	270 0	270 0	270 0	270 0	270 0
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	264 6	..	264 6	266 6	274 0	266 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	267 0
Packers of metal window frames	..	..	..	..	..	..	..	..	..	262 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	262 0
All male adults not otherwise provided for	278 0	269 8	273 0	262 0	260 0	275 0	260 0	262 0	270 9	262 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. 1¹³/₂₀d. per hour whilst so employed. This rate includes 1¹/₁₁d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 10 of 4 (b) (i) hereof apply to males employed—

- (a) As storemen in Figured, Roll, and Sheet Glass Stores.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (v) Match factory stores.
 - (vi) Wholesale confectionery stores.
 - (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
 - (viii) Stove or oven manufacturers' stores.
 - (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
 - (x) Wholesale softgoods warehouses.
 - (xi) Wholesale chemists, or manufacturing chemists' establishments.
 - (xii) Tobacco stores.
 - (xiii) Paint, painters' oils, colour and varnish stores.
 - (xiv) Seed stores.
 - (xv) Any place not elsewhere included in clause 4 (b) or 4 (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnamboul, and Within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store)	257 0	263 6	254 0
Storeman and/or Packer	259 6	266 0	256 6

4. (d) EGG PACKING ESTABLISHMENTS.

<i>Males.</i>		<i>Females.</i>	
	40 Hours. s. d.		40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(a) Works singly	284 6	(a) Works singly	211 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons	286 9	(i) 1, 2, 3, 4, 5 or 6 such persons	213 6
(ii) 7 to 12 such persons	293 6	(ii) 7 to 12 such persons	219 6
(iii) 13 or more such persons	300 9	(iii) 13 or more such persons	225 6
Operator of power driven fork lift or similar mobile power driven stacking machine or device	270 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for	280 0	With less than eight weeks' experience	200 6
		With eight weeks' or more experience	210 6

4. (e) OTHER FEMALES.

	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly	193 0	179 6
(b) 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	200 0	182 6
(ii) 7 or more such persons	212 0	199 6
Females employed packing or sorting laundry work .. .. .	.. .. .	182 6
Packers of crockery, china, or glass ware .. .. .	.. .. .	196 0
All female adults not otherwise provided for	183 0	176 6

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 5½d. per hour.

Clauses, other than clauses 2, 3, and 4, of Part I., and clause 24 of Part III., of the said Determination shall remain in force.



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MONDAY, MAY 4.

[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.

CORDAGE BOARD.

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

JUNIORS.

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

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

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

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

PROPORTION OF JUNIOR EMPLOYEES.

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

OTHER EMPLOYEES.

(b)

	Wages per Week.
	£ s. d.
<i>Males.</i>	
First rope layer on heavy type 12-strand machine	13 8 0
Rope layer on heavy type 9-strand machine	13 3 0
Foreman in charge of spinning and preparing departments	13 4 0
Other rope layers in walk with travellers	12 19 0
Rope splicer on driving ropes and springs	12 18 0
Storeman in charge	12 16 0
Packer working press (hand or power) pressing over 28 lb. in weight	12 14 0
Rope house machinist making 2 inch up to and including 4 inch	12 14 0
Rope house machinist making over 4 inch	12 17 0
Power reeler or finisher in connexion with heavy type 12-strand machine	12 14 0
Feeder or first spreader	12 12 0
Traveller driver on heavy type 12-strand machine	12 12 0
Damp mixer or batcher	12 11 0
Feeder of softeners or batchers	12 11 0
Rope and binder twine packer	12 11 0
Winder and warper in tarring department	12 12 0
Winding oiling and tarring yarn	12 12 0
Oiler and/or belt repairer	12 12 0
Maker of rope fenders	12 12 0
Maker of pig nets	12 11 0
Maker of camouflage nets	12 9 0
Power reeler or finisher in walk	12 11 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	12 9 0
Layer of lines or cords in walk	12 15 0
Twister or layer of yarn in walk	12 11 0
Opening Manilla hemp	12 9 0
Soutcher	12 9 0
Lumping, loading, or unloading hemp, flax, or twine in store or factory	12 9 0
Feeder of tow breaker card	12 9 0
Lumping hemp flax or binder twine on wharf	12 12 0
Tacking and balling shop twine	12 11 0
Mat finisher	12 11 0
Maker of fishing lines	12 11 0
Hand reelers	12 9 0
Matting weavers	12 11 0
Drivers of motor waggons with capacity not exceeding 25 cwt.	12 16 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons	13 1 0
Drivers of motor waggons with capacity exceeding 3 tons	13 4 0
Employees pinning hackles, gills, and card staves	12 9 0
Dye house and flax boiling department operatives	12 9 0
All other machine operators or employees feeding or taking from machines	12 9 0
All others	12 6 0
<i>Females.</i>	
Balling binder twine	9 9 0
Balling lashing	9 9 0
Bagging binder twine	9 8 0
Feeding breaker card with clock	9 9 0
Feeding spreaders	9 8 0
Feeding finisher cards (hemp)	9 8 0
Spinning	9 14 0
Wet spinning	9 15 0
Ring frame operative	9 9 0
All other machine operators or employees feeding or taking from machines	9 8 0
All others	9 5 0

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

[1963]



VICTORIA GOVERNMENT GAZETTE.

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No. 327]

MONDAY, MAY 4.

[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.

HORSEHAIR BOARD.

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

2.

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

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No. 328]

MONDAY, MAY 4.

[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.

CEMENT ARTICLES BOARD.

Clause 2 of the Determination made on the 26th September, 1952, and in force as from the beginning of the first pay period to commence on or after the 11th October, 1952, shall be replaced by the following clause:—

(a) APPRENTICES AND IMPROVERS.					(b) OTHER EMPLOYEES.			
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
	Per-centage of Basic Wage.	Ad-justable Rate.	Plus War Loading (Non-ad-justable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Group No. 1.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	31	72 0	0 9	72 9	Moulder on centrifugal or vibrator pipe machines	261 0	3 0	264 0
16 years of age ..	42	97 6	1 0	98 6	<i>Group No. 2.</i>			
17 " " ..	53	123 0	1 6	124 6	Man operating a machine mixing cement or concrete	257 0	3 0	260 0
18 " " ..	66	153 0	1 9	154 9	Other moulder of cement or concrete articles, including operator of any machines not elsewhere included ..	257 0	3 0	260 0
19 " " ..	76	176 6	2 0	178 6	Repairer or renderer of cement or concrete articles	257 0	3 0	260 0
20 " " ..	88	204 0	2 3	206 3	Operator of machine making concrete or cinder-concrete blocks or bricks	257 0	3 0	260 0
					Crusher feeder or attendant where bricks are crushed	257 0	3 0	260 0
					Hand Vibrator Attendant	257 0	3 0	260 0

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 25s. per week of 40 hours.
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

2. (a) APPRENTICES AND IMPROVERS.		(b) OTHER EMPLOYERS.			
Wages per Week of 40 Hours.		Wages per Week of 40 Hours.			
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
<i>Improvers.</i>		<i>Group No. 3.</i>			
Cement Tilemakers' Section.		Tile or ridge maker and the taker off of same.. .. .			
Three improvers to four workers	Receiving not less than 252s. per week of 40 hours.	254 0	3 0	257 0	
Four improvers to five or six workers		254 0	3 0	257 0	
Five improvers to seven workers		254 0	3 0	257 0	
Six improvers to eight workers, and thereafter one improver to every two workers .. .		254 0	3 0	257 0	
All Other Sections.		Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls .. .			
One improver to every three or fraction of three workers receiving not less than 252s. per week of 40 hours.			254 0	3 0	257 0
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.		Stripper			
		254 0	3 0	257 0	
		Pipe tester (i.e., person operating a pump or pressure apparatus) .. .			
		Employee carrying away from any concrete or cinder-concrete block or brick-making machine			
		Where the load carried per man is of a greater average weight than 70 lb. :—			
		(a) Lumper of cement or concrete articles (in and out of tanks) .. .			
		254 0			
		(b) Loader, unloader, or stacker (by hand) of cement or concrete articles			
		254 0			
		Trucker or stacker of concrete cinder-concrete blocks or bricks .. .			
		254 0			
		Person fabricating or preparing reinforcements for portable concrete products			
		254 0			
		<i>Group No. 4.</i>			
		All others			
		249 0			

NOTE.—“Renderer” means a skilled employee facing concrete articles with float and trowel.

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

[1967]



VICTORIA
GOVERNMENT GAZETTE.

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No. 329]

MONDAY, MAY 4.

[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.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 40 of the 22nd January, 1951, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £14 19 0 per week of 40 hours.

JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
(i) under a contract of apprenticeship as hereinafter provided;
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
(iii) as a female improver.
(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.	
One or Two	One	or	One
Three or four	One Two	and or and	One Nil
Five, six, or seven.. .. .	Two Three Four	and or and or and	Two One Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven		

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be:—

	Percentage of Basic Wage.	£	s.	d.
(i) Five-year term—				
First year	35	4	1	0
Second year	47	5	9	0
Third year	64	7	8	6
Fourth year	85	9	17	0
Fifth year	100 + 16s.	12	8	0
(ii) Four-year term—				
First year	42	4	17	6
Second year	64	7	8	6
Third year	85	9	17	0
Fourth year	100 + 16s.	12	8	0
(f) Wages of Improvers. —The minimum weekly wages of improvers shall be:—				
First year	35	4	1	0
Second year	47	5	9	0
Third year	64	7	8	6
Fourth year	85	9	17	0
Fifth year	100 + 16s.	12	8	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at Approved Art Schools—*

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) Until further order schools approved by the said Board shall be:—
Melbourne Technical College;
Swinburne Technical College, Glenferrie;
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect.

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

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

(k) *Prohibition of Premiums.*—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.

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

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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



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No. 330]

MONDAY, MAY 4.

[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.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1237 of the 30th November, 1951, shall be replaced by the following clauses:—

(a) WEEKLY WAGES.

Apprentices or Improvers.

Experience.	Males.		Females.		Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£	s. d.	£	s. d.	
1st six months	3	1 0	3	15 6	6 1 0
2nd six months	3	10 0	4	4 0	6 13 6
3rd six months	4	2 0	4	13 0	7 12 6
4th six months	5	0 6	5	7 0	8 10 0
5th six months	5	12 6	6	1 0	..
6th six months	6	8 6	6	13 6	..
7th six months	9	0 0	7	12 6	..
8th six months	10	8 6	8	10 0	..
9th six months	11	14 0	..	..	..
10th six months	11	18 6	..	..	..

And thereafter the minimum weekly wage or piece-work price.

		Male Juveniles.	
		£	s. d.
16 years of age .. .. .	.. .. .	3	17 0
17 years of age .. .. .	.. .. .	5	5 6
18 years of age .. .. .	.. .. .	7	0 6
19 years of age .. .. .	.. .. .	10	13 0
20 years of age .. .. .	.. .. .	11	15 0

And thereafter the minimum weekly wage or piece-work price.

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

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

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

Apprentices, Improvers and Juveniles.

(i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.

(ii) Not more than three female apprentices or improvers shall be employed to every journeywomen. Provided that where in respect of any class the same rate is fixed for a journeywomen as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.

(iii) One male juvenile may be employed to every two or fraction of two adults.

(iv) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

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

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

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

PERSONS ELIGIBLE FOR APPRENTICESHIP.

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

INDENTURE COMPLETED.

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

COMPLETION OF APPRENTICESHIP.

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

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

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

TIME SERVED IN ANY GROUP TO COUNT.

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

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

3. OTHER PERSONS EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Wages per Week.		
	£	s.	d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	15	2	0
Tailors, namely, males employed repairing and/or altering garments of any description ..	14	8	0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	13	18	0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	13	18	0
Female pressers, namely, females employed pressing any part of male outer garments ..	13	18	0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine ..	13	15	0
Other male dry cleaners ..	13	2	0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	13	2	0
Spotters ..	13	7	0
Hat blockers, namely, males employed blocking hats ..	13	10	0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	13	2	0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	13	2	0
All other adult males not herein classified ..	12	2	0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

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

	Wages per Week.		
	£	s.	d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight ..	10	1	6
Repairers, namely, females employed repairing garments or articles of any description ..	9	16	6
Spotters ..	10	6	6
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description ..	9	11	6
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers ..	9	11	6
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description ..	10	1	6
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description ..	10	1	6
All other adult females not herein classified ..	9	1	6

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

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

[1971]



VICTORIA GOVERNMENT GAZETTE.

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No. 331]

MONDAY, MAY 4.

[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

FIBROUS PLASTERERS BOARD.

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

PART I.

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

1.

WAGES.

* Apprentices and Improvers.

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

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 31s. 11d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 31s. 11d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 31s. 11d. per week.

* Except those covered by the Apprenticeship Commission.

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

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

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

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

No. 331.—3973/53.—PRICE 3d.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	296 6	11 5	6 0	313 11
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings ..				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base ..	255 5	9 10	3 0	268 3
All others ..				

PART II.

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

I. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant }	£14 11s. (including 6s. shift allowance).
Former attendant	
Former assistant	
Cut off attendant	
Dryer attendant	£14 6s. (including 6s. shift allowance).
All others	£13 16s. (including 6s. shift allowance).

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

All others whose contract of employment covers day work only .. £13 10s.

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

[1973]



VICTORIA GOVERNMENT GAZETTE.

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

No. 332]

MONDAY, MAY 4.

[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.

FROZEN GOODS BOARD.

Clause 2 of the Determination made on the 18th February, 1953, and in force on the 5th March, 1953, shall be replaced by the following clause:—

2.

WAGES.

Improvers and Juvenile Workers.					Other Employees.				
	Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.		Per Week.			
						Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.
	£ s. d.	s. d.	£ s. d.	s. d.		£ s. d.	s. d.	£ s. d.	s. d.
16 years of age and under 17	6 10 11	0 11	6 11 10	3 3 ¹¹ / ₂₀	Chamber hands	16 1 6	4 0	16 5 6	8 1 ¹³ / ₂₀
17 " " " 18	7 5 11	0 11	7 6 10	3 8 ¹ / ₂₀					
18 " " " 19	8 12 9	1 10	8 14 7	4 4 ³ / ₂₀					
19 " " " 20	10 2 6	1 10	10 4 4	5 1 ⁹ / ₂₀	All others	15 8 10	4 0	15 12 10	7 9 ¹⁷ / ₂₀
20 " " " 21	12 4 7	2 9	12 7 4	6 2 ¹ / ₂₀					

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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.

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

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

No. 332.—3975/53.—PRICE 6d.

