

[1939]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

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).			
		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.	
		s. d.	s. d.	s. d.	s. d.
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

PROPORTION (IN ANY PLACE).	
MALES OR FEMALES.	
Apprentices.	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
Improvers.	
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.	

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.						s. d.	s. d.	s. d.	s. d.
Barman .. .. .	..	..	..	..	..	262 0	..	259 0	..
Cellarman .. .. .	..	..	..	..	..	274 0	..	271 0	..
Assistant Cellarman .. .. .	..	..	..	..	..	262 0	..	259 0	..
Barmaids .. .. .	..	..	..	..	..	..	262 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	..	249 0	..
Housekeeper, stewardess, or manageress .. .. .	..	..	..	..	..	..	188 0	..	186 3
Laundress .. .. .	..	..	..	..	..	..	204 0	..	202 3
Head waitress .. .. .	..	..	..	..	..	..	192 0	..	190 3
Other waitresses .. .. .	..	..	..	..	..	..	194 0	..	192 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.					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	

## 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. Per Week of 40 Hours.	Females. Per Week of 40 Hours.	Males. Per Week of 40 Hours.	Females. 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 pantry-maid (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.				
		s. d.		s. d.	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.			
16 years of age or under	45	104 6	48	83 6				
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.
					s. d.	s. d.	s. d.	s. d.
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 .. .. .					269 0	203 0	266 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 .. .. .					240 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 pantry-maid (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.

Published by Authority.

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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 Gippeland 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 Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Persons Employed in making Pipes by Machinery—</i>			
<i>Coremakers—</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
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
<i>Finishers and casters—</i>			
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.

						Total Wage Payable—			
						Percentage of Basic Wage.	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>									
						£ 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
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>									
						£ s. d.		£ s. d.	£ s. d.
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.—Adult Females.

		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
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.

## II.—Junior Females.

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

## III.—Junior Males.

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.

Published by Authority.

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

**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.
Journeymen 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
Journeymen engaged in the trimming of gloves, cutting out forecuts and quirks, or cutting cotton ends .. .. .	9 4 6	10 2 0
Other Journeymen .. .. .	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 Warrnambool 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 Warrnambool 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 Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age .. .. .	<i>s. d.</i> 69 6	<i>s. d.</i> 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.

Published by Authority.

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

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.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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.\*

	<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.

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.

No. 324.—3916/53.—PRICE 3d.

(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. £ s. d.	Wages Per Hour. s. d.	Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—			(a) Where the artificial temperature is—		
Over 130° F. . . . .	19 17 6	9 11½	Over 130° F. . . . .	19 11 1	9 9½
115° F., but not exceeding			115° F., but not exceeding		
130° F. . . . .	19 0 8	9 6½	130° F. . . . .	18 14 3	9 4½
50° F. or lower . . . . .	19 17 6	9 11½	50° F. or lower . . . . .	19 11 1	9 9½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	17 19 0	8 11½	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	17 12 7	8 9½
(c) Lead burning or at lead work connected therewith . . . . .	17 2 2	8 6½	(c) Lead burning or at lead work connected therewith . . . . .	16 15 9	8 4½
(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 11½	(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 11 6	7 9½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	15 17 11	7 11½	(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	15 11 6	7 9½
(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 11½	(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	15 11 6	7 9½

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.

1.	WAGES.
Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(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.								

\* 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.



[1957]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

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.

#### APPRENTICES AND IMPROVERS.

2.

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.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	190 0	62 6	73 0	71 6	62 6	<b>APPRENTICES.</b> 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. <b>MALE IMPROVERS.</b> <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. <b>FEMALE IMPROVERS.</b> <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.
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		197 0	129 0	139 0	123 6	
20 to 21 years of age	258 0	235 0	146 0	163 6	141 0	
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.						

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 Shed.	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. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	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)—										
(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. 1<sup>13</sup>/<sub>20</sub>d. per hour whilst so employed. This rate includes 1<sup>1</sup>/<sub>11</sub>d. 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 Warrnambool, 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, Woollens, 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.

[1961]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 326]

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.

No. 326.—3907/53. —PRICE 3D.

## 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 Manila hemp .. .. .	12 9 0
Scutcher .. .. .	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.

Published by Authority.

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

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.		
WAGES.			WAGES.			Preparing Body Hair.		
	Percentage of Basic Wage	Per Week. s. d.		Percentage of Basic Wage	Per Week. s. d.		WAGES.	Per Week s. d.
1st year ..	35	81 0	1st year ..	35	81 0	Person in charge of hair-washing machine ..	..	267 0
2nd year ..	44	102 0	2nd year ..	53	123 0	Persons engaged on hair-washing machines ..	..	260 0
3rd year ..	53	123 0	3rd year ..	88	204 0	Persons engaged on hair-drying machines ..	..	260 0
4th year ..	64	148 6	4th year ..	100 + 6d.	232 6	Persons who press washed and dried hair into bales ..	..	260 0
5th year ..	88	204 0				All others ..	..	256 0
PROPORTION (by any employer).			PROPORTION (by any employer).			Preparing any other kind of Hair.		
One apprentice to every three or fraction of three workers receiving not less than 256s. per week.			One improver to every five workers receiving not less than 256s. per week.			WAGES.		
			Juvenile Workers.				Per Week s. d.	
			One juvenile worker to every Hand Spinner.			Hand Spinners ..	..	273 0
						Machine Spinners—	..	..
						1st year ..	..	263 0
						2nd year ..	..	269 0
						And thereafter ..	..	273 0
						Drafters ..	..	273 0
						Wet or dry hacklers ..	..	273 0
						Operators of teasing machine ..	..	260 0
						Tail pullers ..	..	260 0
						Dyers or Scalders ..	..	257 0
						All others ..	..	256 0

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of one hundred and 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.

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

No. 327.—3985/53.—PRICE 3D.



[1965]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

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:—

2.					(b) OTHER EMPLOYEES.			
(a) APPRENTICES AND IMPROVERS.					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.
		s. d.	s. d.	s. d.	Group No. 1.	s. d.	s. d.	s. d.
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	Group No. 2.			
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 252s. 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..	254 0	3 0	257 0
Three improvers to four workers ..		Other mixer of cement or concrete ..	254 0	3 0	257 0
Four improvers to five or six workers ..		Mould assembler ..	254 0	3 0	257 0
Five improvers to seven workers ..		Operator of cement sprayer ..	254 0	3 0	257 0
Six improvers to eight workers, and thereafter one improver to every two workers ..		Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	254 0	3 0	257 0
		Stripper ..	254 0	3 0	257 0
		Pipe tester (i.e., person operating a pump or pressure apparatus) ..	254 0	3 0	257 0
		Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	254 0	3 0	257 0
All Other Sections.		Where the load carried per man is of a greater average weight than 70 lb. :—			
One improver to every three or fraction of three workers receiving not less than 252s. per week of 40 hours.		(a) Lumper of cement or concrete articles (in and out of tanks) ..	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.		(b) Loader, unloader, or stacker (by hand) of cement or concrete articles ..	254 0	3	257 0
		Trucker or stacker of concrete cinder-concrete blocks or bricks ..	254 0	3 0	257 0
		Person fabricating or preparing reinforcements for portable concrete products ..	254 0	3 0	257 0
		<i>Group No. 4.</i>			
		All others ..	249 0	3 0	252 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.

Published by Authority.

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

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 Nil
Five, six, or seven .. .. .	Two Three Four	and or and or and 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.

No. 329.—3961/53.—PRICE 3d.

(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) <i>Wages of Improvers.</i> —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.

[ 1969 ]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

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.	£ 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 6 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 years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

## PERSONS ELIGIBLE FOR APPRENTICESHIP.

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

Published by Authority

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

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 313s. 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 313s. 11d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 313s. 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 ..				
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings ..	296 6	11 5	6 0	313 11
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base ..				
All others ..	255 5	9 10	3 0	268 3

## 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.

Published by Authority.

No. 332]

**[1953**

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

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

FROZEN GOODS BOARD.

2.

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.
16	years of age and under 17	6	10 11	0 11	6	11 10	3 3 <sup>11</sup> / <sub>20</sub>	Chamber hands		16	1 6	4 0	16	5 6
17	" " " 18	7	5 11	0 11	7	6 10	3 8 <sup>1</sup> / <sub>20</sub>							
18	" " " 19	9	8 12	1 10	8	14 7	4 4 <sup>3</sup> / <sub>4</sub>							
19	" " " 20	10	2 6	1 10	10	4 4	5 1 <sup>1</sup> / <sub>10</sub>							
20	" " " 21	12	4 7	2 9	12	7 4	6 2 <sup>1</sup> / <sub>4</sub>	All others		15	8 10	4 0	15	12 10
For definition of juvenile workers, see clause 11.								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.						
<p>PROPORTION OF IMPROVERS.</p> <p>One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".</p>														

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.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 333]

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.

### FRUIT PACKING BOARD.

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

#### WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	86 0	49	85 6	
16 to 17 years of age ..	45	104 6	60	104 6	
17 to 18 years of age ..	55	127 6	66	115 0	
18 to 19 years of age ..	73	169 6	95	165 6	
19 to 20 years of age ..	93	216 0	98	170 6	
20 to 21 years of age ..	100 + 11s.	243 0	100 + 10s.	184 0	
* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.					
<i>Proportion (in any Place).</i>					
One improver to every two or fraction of two workers receiving not less than the minimum wage.					
<i>Males.</i>					
Packers, graders or sizers of fruit by hand					268 0
Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) ..					268 0
Persons bringing fruit from and putting fruit into cool-store chambers ..					263 0
Case ladders and nailers—machine ..					263 0
Case ladders and nailers—hand ..					263 0
Case wirers ..					263 0
Persons stacking and unstacking cases of fruit, but not in cool chambers ..					258 0
Persons feeding grading, washing, or sizing machines ..					258 0
Empty case hands or case yardsmen ..					258 0
Case labellers or persons engaged in branding and marking cases ..					258 0
Persons loading or unloading any merchandise or material connected with the fruit packing industry ..					258 0
Persons sweeping up and removing debris in or around a packing shed ..					258 0
All others ..					245 0
<i>Females.</i>					
Packers, graders or sizers of fruit by hand ..					266 6
Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia ..					193 6
All others ..					188 3

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 20s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

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

No. 333.—3976/53.—PRICE 3d.



[1977]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 334]

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.

### GAS WORKS BOARD.

Clauses 2 and 36 of the Determination published in the *Government Gazette* No. 17 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (a). Within the Localities Set Out in Note (a).

Improvers.										Wages per Week of 40 Hours.
										£ s. d.
Under 15 years of age	..	..	..	..	..	..	..	..	..	0 15 6
15 years and under 16 years of age	..	..	..	..	..	..	..	..	..	0 19 0
16 " " " 17 " "	..	..	..	..	..	..	..	..	..	1 3 0
17 " " " 18 " "	..	..	..	..	..	..	..	..	..	1 11 0
18 " " " 19 " "	..	..	..	..	..	..	..	..	..	2 2 6
19 " " " 20 " "	..	..	..	..	..	..	..	..	..	2 13 6
20 " " " 21 " "	..	..	..	..	..	..	..	..	..	3 9 6

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

(b).

Adults.	Wages per Week of 40 Hours.	
	Within a Radius of 20 Miles of the G.P.O. Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine.
	£ s. d.	£ s. d.
Patching and scouring retorts and cleaning flues—man continuously employed as such	13 1 0	12 18 0
Stoker in charge of gas or steam engine, or other works plant	13 1 0	12 18 0
Stoker, vertical retort	12 18 0	12 15 0
Stoking machine driver	12 18 0	12 15 0
Stoker, horizontal retort (machine)	12 15 0	12 12 0
Stoker, hand charging	12 13 0	12 10 0
Retort (vertical) operator	12 18 0	12 15 0
Operator vertical retort	12 18 0	12 15 0
Fireman retort house	12 18 0	12 15 0
Hydraulic and tar main attendant	12 17 0	12 14 0
Augerer and pipe jumper	12 12 0	12 9 0
Coke and coal conveyor attendant (day worker)	12 7 0	12 4 0
Greasier and oiler (in retort house)	12 15 0	12 12 0
Elevator and coal crusher attendant (day worker)	12 6 0	12 3 0
Elevator and coal crusher attendant (shift worker)	12 4 0	12 1 0
Coke and coal conveyor attendant (shift worker)	12 4 0	12 1 0
Oxide breaker—man attending and operating	12 7 0	12 4 0
Purifier—man opening up, or emptying	13 0 0	12 17 0
Purifier—man filling	12 1 0	11 18 0
All others	11 15 0	11 12 0

36.

Within the Localities Set Out in Note (b).

*Improvers.*

(a) (i) Improvers may be employed as yard boys, or on such other work that is suitable.

(ii) WAGES PER WEEK.

Age.	Percentage of Basic Wage.	Loading.	Total Wage.
	%	s. d.	s. d.
Under 16 years of age .. .. .	33 $\frac{1}{2}$	1 3	77 9
16 years of age .. .. .	40	1 3	92 9
17 years of age .. .. .	50	2 0	116 6
18 years of age .. .. .	62 $\frac{1}{2}$	2 0	145 0
19 years of age .. .. .	78	2 9	181 3
20 years of age .. .. .	95	2 9	220 3

(iii) Improvers, whilst working as shiftworkers as defined by clause 38 hereof, shall be paid 2s. extra per shift. This extra rate shall not be subject to any penalty additions.

(iv) Improvers under the age of 18 years shall not be employed on shift work.

(v) Improvers shall not be employed to displace men.

The Board has determined that no person shall be taken as an apprentice.

(b) Adults.	Wages Per Week.
	£ s. d.
Foreman, or working ganger .. .. .	13 18 0
Labourer, general or yardman .. .. .	12 4 0
Operator and/or stoker, retort house .. .. .	13 2 0
Oxide, new in bags, man handling .. .. .	12 10 0
Oxide, man shovelling and breaking .. .. .	12 10 0
Purifier, man filling .. .. .	12 7 0
Purifier, man emptying .. .. .	13 4 0
Retort house maintenance man (where constantly employed as such) .. .. .	13 12 0
Sourfer and patcher of retorts and flue cleaning .. .. .	13 7 0
Skilled labourer .. .. .	12 12 0
Man handling coal .. .. .	12 7 0

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