VICTORIA

GOVERNMENT GAZETTE.

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No. 336] TUESDAY, MAY 5. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 245 of the 27th March, 1953, shall be replaced by the following clauses :—

2. WAGES.

Adults.	Day Shift. 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.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman)	13 4 0	13 10 6	13 1 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	12 17 0	13 3 6	12 14 0
Blacksmith's striker	12 15 0	13 1 6	12 12 0
Blacksmith's striker on double fires and other assistant	12 17 0	13 3 6	12 14 0
Boiler (inside) chipper and cleaner	13 1 0	13 7 6	12 18 0
Boilermaker and/or structural steel tradesman	14 4 0	14 10 6	14 1 0
Boilersmith and/or angle iron smith	14 8 6	14 15 0	14 5 6
Cold saw operator	12 17 0	13 3 6	12 14 0
Dogman	12 17 0	13 3 6	12 14 0
Driller using portable machines	13 19 6	14 6 0	13 16 6
Driller using stationary machines	12 16 0	13 2 6	12 13 0
Employee assisting a ship plate bender or plate setter	12 17 0	13 3 6	12 14 0
Friction saw operator	12 15 0	13 1 6	12 12 0
Furnaceman on heavy angle iron or heavy plate	13 3 0	13 9 6	13 0 0
Furnaceman's assistant	12 15 0	13 1 6	12 12 0
Holder-up	12 17 0	13 3 6	12 14 0
Machinist—			
1st class	14 4 0	14 10 6	14 1 0
2nd class	13 9 0	13 15 6	13 6 0
3rd class	13 0 0	13 6 6	12 17 0

No. 336.—3904/53.—PRICE 3D.

WAGES—*continued.*

Adults.	Day Shift. 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.
Machinist, steel construction—			
1st class	13 2 0	13 8 6	12 19 0
2nd class	12 16 0	13 2 6	12 13 0
Marker off (a tradesman the greater part of whose time in any weekly pay period is occupied in marking off and/or template making)	14 10 0	14 16 6	14 7 0
Painter of ironwork using spray	12 16 0	13 2 6	12 13 0
Painter, brush hand	12 15 0	13 1 6	12 12 0
Plate setter and frame bender	14 7 0	14 13 6	14 4 0
Press and block hand assisting a boiler or angle ironsmith	12 17 0	13 3 6	12 14 0
Process worker	12 14 0	13 0 6	12 11 0
Rigger and/or splicer	13 6 0	13 12 6	13 3 0
Rivet heater	12 17 0	13 3 6	12 14 0
Welder—			
Special class (as defined)	14 8 6	14 15 0	14 5 6
1st class (as defined)	14 4 0	14 10 6	14 1 0
2nd class	13 0 0	13 6 6	12 17 0
3rd class	12 16 0	13 2 6	12 13 0
Welder-tack	12 18 0	13 4 6	12 15 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	12 17 0	13 3 6	12 14 0
Cement mixer	12 18 0	13 4 6	12 15 0
Cement liner	13 1 0	13 7 6	12 18 0
Cement liner operator	13 9 0	13 15 6	13 6 0
Employee in charge of ring making machines	13 1 0	13 7 6	12 18 0
Employee rounding and straightening steel pipes	13 0 0	13 6 6	12 17 0
Employee on tar dip and sand rolling	12 17 0	13 3 6	12 14 0
Faucet maker in charge of furnace	13 4 0	13 10 6	13 1 0
Faucet maker's assistant	12 17 0	13 3 6	12 14 0
Machine operator (in charge of machines)	13 1 0	13 7 6	12 18 0
Pipe builder	13 1 0	13 7 6	12 18 0
General (wheresoever employed)—			
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 15 0	13 1 6	12 12 0
Other employees with not less than three months' experience in the metal trades industry	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified	11 15 0	12 1 6	11 12 0

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.

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders, and/or apprentices in the fourth and fifth years of their apprenticeship employed in large operating thermal power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 12s. per week extra; assistants and unapprenticed juniors nineteen years of age and over shall be paid 6s. per week extra and other apprentices and unapprenticed juniors shall be paid 3s. per week extra; such amounts shall be deemed to include all special rates prescribed in clause 5 of this Determination. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

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

3. APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder special class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

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

Proportion.

(*f*) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	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.
Four and Five-year Terms.				
		£ 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
Four-year Terms.—Apprentices commencing after the Age of 17 Years.				
1st year	34	3 19 0	4 1 0	3 18 0
2nd year	54	6 5 6	6 9 0	6 3 6
3rd year	83	9 12 6	9 18 0	9 10 0
4th year	100 plus 6s.	11 18 0	12 4 6	11 15 0

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.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		
			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.
Junior Males.					
		s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age	24	2 0	2 17 6	2 19 0	2 17 0
16 years of age	34	3 0	4 2 0	4 4 0	4 1 0
17 years of age	46	4 0	5 10 6	5 13 6	5 9 6
18 years of age	58	5 0	6 19 6	7 3 6	6 18 0
19 years of age	73	6 0	8 15 6	9 0 0	8 13 0
20 years of age	88	7 0	10 11 0	10 17 0	10 8 6

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

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

(i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
(ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
(iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
(iv) Breaking up pig iron.
(v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
(vi) Cutting out and punching rivets on plates.
(vii) Cutting plates by means of hammer and cold set.
(viii) Holding up rivets over ¾ in. diameter.
(ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
(x) Punching machines handling plates weighing more than 84 lb.
(xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(*d*) Junior employee shall not be employed—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles : or
using electric arc or oxy-acetylene blow-pipe, or

(ii) if under 18 years of age—
die setting on power presses ;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

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

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

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No. 337] TUESDAY, MAY 5. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY. H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1250 of the 7th December, 1951, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES.	
	(*All Sections other than Corrugated Board and Fibre Board Container Section.*)	£ s. d.
1	Guillotine machine operator	13 10 6
2	Carton cutting and creasing forme setter	13 15 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	13 10 6
4	Combination tube and shell machinist	13 10 6
5	Employee operating international tube and shell machine	13 10 6
6	Laube box-making machinist	13 10 6
7	Molins single shell creasing and gluing machinist	13 10 6
8	Employee operating automatic carton-gluing machine	13 3 6
9	Employee operating scoring and double-folding automatic tube gluing machine	13 5 0
10	Twin or single die-scoring, cutting, and printing slide machinist	13 3 6
11	Carton cylinder-press machinist	13 13 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size	13 10 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size	13 7 6
14	Two-way or double cutter and scorer machinist	13 3 6
15	One-way rotary cutter and scorer machinist	13 3 6
16	Gang slitting machinist	13 3 6
17	Mounting machinist	13 3 6
18	Cylindrical tube winding machinist	13 3 6
19	Cylindrical tube cutting machinist	13 3 6
20	Assistant to machinist on any machine in this section	12 12 0
21	Employee working any other kind of machine	13 0 0
22	Storeman	13 0 0
23	Packer and/or despatcher	13 0 0
24	Feeder on carton-cylinder machine	12 12 0
25	Any other adult male	12 8 0
26	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES—*continued.*	
	Corrugated Board and Fibre Board Container Section.	£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards	13 7 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine	13 7 6
3	Corrugated board machinist making one-faced boards	13 0 0
4	Corrugated board machinist's assistant	12 14 0
5	Fibre board (paster) machinist	13 7 6
6	Fibre board (paster) machinist's assistant	12 14 6
7	Corrugated board printing machinist	13 3 6
8	Corrugated board printing machinist's assistant	12 12 0
9	Fibre board printing machinist	13 3 6
10	Fibre board printing machinist's assistant	12 12 0
11	Corrugated board cutter and/or slotter	12 18 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment	13 0 6
13	Corrugated board slotter operating machine with printing attachment	12 18 6
14	Corrugated board sawyer	13 0 6
15	Corrugated board scorer and slitter	12 18 6
16	Corrugated board automatic scorer and slotter and slitter	12 18 6
17	Fibre board automatic scorer and slotter and slitter	12 18 6
18	Fibre board cutter and/or slotter and/or bender	12 18 6
19	Employee in charge of silicate dissolving plant	12 18 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	12 16 0
21	Employee on dimpler machine	13 0 0
22	Employee engaged as assistant machinist or tailer-out or flier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender	12 10 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine	12 10 0
24	Corrugated board-taping machinist	12 18 6
25	Employee working any other kind of machine	12 16 0
26	Power bale press machinist	12 10 0
27	Storeman	13 0 0
28	Packer and/or despatcher	13 0 0
29	Any other adult male	12 8 0
30	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES.	
	(*Including non-adult females of at least five years' experience.*)	£ s. d.
1	Female head packer when employed as such	9 18 6
2	Packer	10 13 0
3	Female feeder employed on carton-cylinder machine	9 16 0
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(*a*) when covered with paper	9 16 0
	(*b*) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	10 2 6
5	Female employee—	
	(*a*) controlling Stokes and Smith (or similar) covering machine	9 18 6
	(*b*) controlling and/or setting up automatic carton-gluing machine	9 18 6
	(*c*) employed on any other machine used in cardboard box making, container making, or carton making	9 16 6
6	Female carton maker, including puller out and stripper	9 13 0
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	9 14 6
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	9 14 6
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	10 2 0
	(*b*) from nine to fifteen employees (both inclusive)	10 13 6
	(*c*) over fifteen employees	11 1 0
10	Female employee not otherwise specified	9 6 6

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS.

4.

—	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 14 6
(ii) between 15 and 16 years of age	3 7 0
(iii) between 16 and 17 years of age	4 7 0
(iv) between 17 and 18 years of age	5 16 6
(v) between 18 and 19 years of age	7 6 6
(vi) between 19 and 20 years of age	8 18 6
(vii) between 20 and 21 years of age	10 11 0
A junior working on a night shift for a week shall be paid 9s. extra until the beginning of the second pay period to commence in July, 1949, when the extra amount shall be 12s. Provided that, until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	2 19 6
(ii) Second year's experience	3 19 0
(iii) Third year's experience	4 19 0
(iv) Fourth year's experience	5 19 0
(v) Fifth year's experience	7 8 6

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £8 19s. 7d. for each full week worked or a pro-rata amount according to the time actually worked if less than a full week be worked.

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

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No. 338] TUESDAY, MAY 5. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1 and 2 of Part I., 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V. of the Determination published in *Government Gazette* No. 774 of the 10th August, 1951, shall be replaced by the following clauses:—

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products or (iv) as Bulk Milk Carters.)

1. ADULT EMPLOYEES.

—	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving jinker, boiler truck, or float—			
One horse	13 5 0	13 11 6	13 2 0
Two or three horses	13 12 6	13 19 0	13 9 6
Additional horses—2s. extra per day for each extra horse			
(2) Employee driving—			
One horse	12 15 6	13 2 0	12 12 6
Two horses	13 3 6	13 10 0	13 0 6
Three horses	13 8 0	13 14 6	13 5 0
Four horses	13 11 0	13 17 6	13 8 0
Five horses	13 12 6	13 19 0	13 9 6
Additional horses—2s. extra per day for each extra horse except when horses are drawing timber on a train line			
Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(3) Employee driving motor cycle with side car ..	12 16 6	13 3 0	12 13 6
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 3 6	13 10 0	13 0 6
Over 25 cwt. but not over 3 tons	13 9 6	13 16 0	13 6 6
Over 3 tons but under 6 tons	13 14 0	14 0 6	13 11 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			

No. 338.—3956/53.—PRICE 3D.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products, or (iv) as Bulk Milk Carters.)

ADULT EMPLOYEES—*continued.*

—	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(5) Employee driving mechanical horse with or without one trailer	14 3 6	14 10 0	14 0 6
For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer. The rates set out in classifications (2), (4) and (5) in regard to trailers shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber			
(6) Employee driving articulated vehicle having maker's capacity of 8 tons or less ..	14 3 6	14 10 0	14 0 6
For each complete ton over 8—an extra 1s.			
(7) Employee driving machinery float having maker's capacity of 8 tons or less	14 8 6	14 15 0	14 5 6
For each complete ton over 8—an extra 1s.			
(8) Employee driving a straddle truck	14 3 6	14 10 0	14 0 6
(9) Loader	12 19 0	13 5 6	12 16 0
(10) Leading Loader	13 8 6	13 15 0	13 5 6
(11) Stableman	12 10 0	12 16 6	12 7 0
(12) Head stableman	12 18 0	13 4 6	12 15 0
(13) Horse driver's assistant	12 6 0	12 12 6	12 3 0
(14) Motor driver's assistant	12 6 0	12 12 6	12 3 0
(15) Yardman	12 6 0	12 12 6	12 3 0
(16) Sanitary carter's mate	13 15 6	14 2 0	13 12 6
(17) Garbage carter's mate	13 2 0	13 8 6	12 19 0

	Per Week. s. d.
Further additional amounts for	
(18) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers—5s. per day or part thereof.	
(19) Employee carting, loading and/or unloading offensive material	6 0
(20) Employee carting, loading and/or unloading dirty material—1s. per day	
(21) Employee who is required to cart—	
Tar (other than in sealed containers) for immediate spreading upon streets,	
Tar in unsealed containers,	
Tarred material for spreading upon streets and/or spread either of them upon streets	6 0
(22) Employee who is a recognized furniture carter engaged in removing and/or delivering furniture as defined ..	5 0
(23) Employee who is a recognized live stock carter, carting live stock as defined	5 0
(24) Employee driving sanitary vehicle	20 0
(25) Employee driving vehicle collecting garbage	16 0
(26) Driver required to act as salesman of goods in his vehicle	2 0
(27) Driver-salesman as defined in clause 28 (*e*) of this Determination	10 0
Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).	
(28) Employee handling money as defined—	
For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(29) Leading hands in charge of not less than three and not more than ten employees	9 0
More than ten and not more than twenty employees	18 0
More than twenty employees	27 0
Provided that this item shall not apply to a leading loader.	
Where a higher further additional amount becomes payable under items (18), (19), (20), (21), (23), (24), or (25) it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.	

JUNIORS.

2. (*a*) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.

19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age—the full rate payable to an adult employee for the class of work performed.

(*b*) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(*c*) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

PART II.

(This Part applies only to persons employed as Bulk Milk Carters.)

1. *Wage Per Week, 20 Years of Age and Over.*

Classification.	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less	13 3 6	13 10 0	13 0 6
Over 25 cwt. but not over 3 tons	13 9 6	13 16 0	13 6 6
Over 3 tons but under 6 tons	13 14 0	14 0 6	13 11 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor drawing trailer—2s. 6d., extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(2) Employee driving articulated vehicle having maker's capacity of 8 tons or less	14 3 6	14 10 0	14 0 6
For each complete ton over 8 an extra 1s.			
(3) Motor driver's assistant	12 6 0	12 12 6	12 3 0

	Additional Amounts.
	Per Week.
	s. d.
(4) Employee handling money as defined—	
For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(5) Leading hands in charge of not less than 3 and not more than 10 employees	9 0
More than 10 and not more than 20 employees	18 0
More than 20 employees	27 0

JUNIORS.

2. (*a*) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.

19 years and under 20 years of age—75 per cent. of the total wages payable to an adult for the class of work performed.

(*b*) No junior under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District and no junior under 18 shall be permitted to have sole charge of a motor vehicle.

(*c*) Juniors shall not be employed by any employer in a greater proportion than one junior to every five drivers receiving adult wages.

PART III.

(This part applies only to persons employed as Wharf Draggers.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 7½d., with a minimum payment as for four hours.

PART IV.

(This Part applies only to persons employed by Retail Dairymen.)

1. (*a*) ADULT EMPLOYEES.

—	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d	£ s. d.	£ s. d.
(1) Employee driving—			
One horse	12 15 6	13 2 0	12 12 6
Two horses	13 3 6	13 10 0	13 0 6
(2) Employee driving—			
Motor bicycle with side car	12 16 6	13 3 0	12 13 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 3 6	13 10 0	13 0 6
Over 25 cwt. but not over 3 tons	13 9 6	13 16 0	13 6 6
Over 3 tons but under 6 tons	13 14 0	14 0 6	13 11 0
Further tonnage—for each complete ton over 5 an extra 1s. per week.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(4) Employee driving articulated vehicle having maker's capacity of 8 tons or less	14 3 6	14 10 0	14 0 6
For each complete ton over 8—an extra 1s.			
(5) Stableman	12 10 0	12 16 6	12 7 0
(6) Head stableman	12 18 0	13 4 6	12 15 0
(7) Horse driver's assistant, motor driver's assistant, yardman	12 6 0	12 12 6	12 3 0

PART IV.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

	Per Week.
	s. d.
Further additional amounts for—	
(8) Carter collector and/or relief driver	10 0
(9) Drivers of milk vehicles	20 0
The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absenting himself from work.	
Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof.	
(10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m.	

JUNIORS.

2. (*a*) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.

19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age and over—the same rate of wage payable to an adult for the class of work performed.

(*b*) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(*c*) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

PART V.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

1. WAGES PER WEEK.

No.	Classification.	Basic Wage (Adjustable). Per Week.	Margin. Per Week.	Loading. Per Week.	Total Wage Per Week.
		£ s. d.	s. d.	s. d.	£ s. d.
1	Aerodrome attendants	11 15 0	47 0	3 0	14 5 0
2	Assistant aerodrome attendants	11 15 0	37 0	3 0	13 15 0
3	An employee appointed as a leading hand aerodrome attendant in charge of a shift—2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.				
4	Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street)	11 15 0	46 0	3 0	14 4 0
5	Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street) ..	11 15 0	49 0	3 0	14 7 0
6	Further additional amount for each additional ton or part thereof in excess of 13 tons—1s. per week				
7	Motor (not being a tractor) drawing a trailer—2s. 6d. extra per day.				
8	Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.				
9	Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle	11 15 0	35 0	3 0	13 13 0
10	Washers and greasers	11 15 0	25 0	3 0	13 3 0
11	Assistant drivers	11 15 0	26 0	3 0	13 4 0
12	Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.				

Clauses, other than clauses 1 and 2 of Part I., 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V., of the said Determination shall remain in force.

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No. 339] TUESDAY, MAY 5. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 792 of the 5th September, 1952, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.	Number (in any place).
Making cigars or sorting and packing cigars:—	APPRENTICES.
	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
	One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.
	(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)
	IMPROVERS.
	One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.
	One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.

APPRENTICES.

Experience—	s.	d.	*Percentage.
1st year—			
1st six months	36	3	14
2nd six months	42	1	16¼
2nd year	60	3	23¼
3rd year	90	0	34¾
4th year	114	0	44

or in lieu of weekly wages the work may be paid at the following piece-work prices:—

Making Cigars.

2nd year	One-third of the piece-work prices	See also clause 13, sub-clause (*m*)
3rd year	Two-thirds of the piece-work prices.	
4th year	Three-quarters of the piece-work prices.	

Sorting and Packing Cigars.

—	In Boxes of—						
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	Plus 3 per centum. See also clause 13, sub-clause (*m*).
2nd year	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9	
3rd year	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6	
4th year	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	

IMPROVERS.

	s.	d.	*Percentage.
18 years	90	0	34¾
19 years	125	7	48½
20 years	156	1	60¼

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All others (males)."

No. 339.—3959/53.—PRICE 3D.

3. Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers)—

(a) *Males.*

Employed In—	Wages per Week of 40 Hours. 1st Year's Experience. 1st Three Months. Wages.	*Percentage.	2nd Three Months. Wages.	*Percentage.	3rd Three Months. Wages.	*Percentage.	4th Three Months. Wages.	*Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	42 1	16¼	42 1	16¼	47 11	18½	47 11	18½
Turning bunches	42 1	16¼	42 1	16¼	47 11	18½	47 11	18½
Stripping fillers	42 1	16¼	42 1	16¼	47 11	18½	53 9	20¾

Employed in—	Wages per Week of 40 Hours. 2nd Year's Experience. 1st Six Months. Wages.	*Percentage.	2nd Six Months. Wages.	*Percentage.	Third Year's Experience. Wages.	*Percentage.	Fourth Year's Experience. Wages.	*Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	71 10	27¾	77 8	30	106 10	41¼	137 11	53¼
Turning bunches	71 10	27¾	77 8	30	106 10	41¼	137 11	53¼
Stripping fillers	Piecework prices		Piecework prices		Piecework prices		Piecework prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

—	14 Years. Wage.	*Percentage.	15 Years. Wage.	*Percentage.	16 Years. Wage.	*Percentage.	17 Years. Wage.	*Percentage.	18 Years. Wage.	*Percentage.	19 Years. Wage.	*Percentage.	20 Years. Wage.	*Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 259s. per week of 40 hours	53 1	20½	58 11	22¾	71 10	27¾	90 8	35	113 4	43¾	147 8	57	187 2	72¼

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b) *Females.*

Employed In—	Wages per Week of 40 Hours. 1st Year's Experience. 1st Three Months. Wages.	*Percentage.	2nd Three Months. Wages.	*Percentage.	3rd Three Months. Wages.	*Percentage.	4th Three Months. Wages.	*Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Stripping and booking cigar bunch wrapper leaf	97 10	56¼	97 10	56¼	97 10	56¼	97 10	56¼
Ringing cigars	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Stripping fillers	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Packing cigars, viz. :—								
Havanette	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Royal Bengals	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Bonanzas	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Gem of East Cigarillos ..	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Swiss	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Cartons or parcels	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Machine work, viz. :—								
Making bunches	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Covering cigars	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Swiss .. .. (Making throughout)	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Lucky Hit .. (Making throughout)	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Havanettes .. (Making throughout)	45 3	26	52 8	30¼	60 6	34¾	67 10	39
Senoritas .. (Making throughout)	45 3	26	52 8	30¼	60 6	34¾	67 10	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Percentage.	Wages.	*Percentage.		
	s. d.	%	s. d.	%		
Trimming cigar boxes	75 3	43¼	90 6	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	127 11	73½	135 9	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	,,		,,		,,	,,
Packing cigars, viz.:—						
Havanette	,,		,,		,,	,,
Royal Bengals	,,		,,		,,	,,
Bonanzas	,,		,,		,,	,,
Gem of East Cigarillos	,,		,,		,,	,,
Swiss	,,		,,		,,	,,
Cartons or parcels	,,		,,		,,	,,
Machine work, viz.:—						
Making bunches	,,		,,		,,	,,
Covering cigars	,,		,,		,,	,,
Swiss .. .. } Making throughout	,,		,,		,,	,,
Lucky Hit .. .. } Making throughout	,,		,,		,,	,,
Havanettes .. .. } Making throughout	,,		,,		,,	,,
Senoritas .. .. } Making throughout	,,		,,		,,	,,

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

—	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed for adults does not exceed 174s. per week of 40 hours	57 0	32¾	71 4	41	85 8	49¼	95 8	55	109 7	63	125 9	72¼	142 8	82

* The percentages shown in these colums are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4. OTHER EMPLOYEES.

—	Wages per Week of 40 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	13 3 5
Strippers and bookers of cigar covering leaf (females)	9 12 6
Strippers and bookers of cigar bunch wrapper leaf (females)	9 1 6
Cigar box makers (males)	13 6 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	8 17 6
Stripping fillers (males)	12 19 0
All others (males)	12 19 0
,, ,, (females) 75 per cent. of the Basic Wage	8 14 0

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, except that for sub-clause (*m*) of clause 13 the following shall be substituted:—

(*m*) The weekly earnings of pieceworkers who work on piecework the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.	Males.	Females.
	Per Week.	Per Week.
	s. d.	s. d.
Adults	140 0	99 8
14 years of age	28 10	32 5
15 ,, ,, ...	31 9	40 5
16 ,, ,, ...	38 9	48 9
17 ,, ,, ...	49 0	54 4
18 ,, ,, ...	61 2	62 1
19 ,, ,, ...	79 10	71 5
20 ,, ,, ...	101 3	81 0

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No. 340] **TUESDAY, MAY 5.** **[1953**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1236 of the 30th November, 1951, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. (*a*) *Wages.*

Experience.	Males.	Females. First Commencing at the Trade when Under the Age of 18 Years.	Females. First Commencing at the Trade Between the Age of 18 Years 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 wage or piece-work price.

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

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

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

Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed	One apprentice or improver to every three or fraction of three journeymen employed

Females.

One apprentice or improver to every journeywoman employed.

(ii) For the purpose 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 (other than one to be employed at order cutting) 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 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 indentures 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.

Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.

(*j*) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall:—

(i) be engaged to work as an improver in any such section of the industry; or
(ii) be transferred from one section to another such section to work there as an improver; or
(iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein:—

—	Wages Per Week. £	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	15	17	0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	13	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	8	0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14	8	0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	14	8	0
6. Examiners, namely, males employed examining for faults in the construction of any garment or or part of a garment made or being made by male or female employees	14	8	0
7. Machinists, namely, males employed machining any part of a garment	14	1	0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments ..	14	1	0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	14	1	0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making ..	14	1	0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	2	0
12. 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 specified by clause 4 of this Determination.

—	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 12 6
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 7 6
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	10 11 6
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees..	11 7 6
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	9 19 0
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	9 19 0
19. Hand sewers of buttons	9 4 0
20. 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.

GROUP B.

Ready Made Clothing For Males—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns) :—

—	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 12 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 13 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 8 0
23. (*a*) Machinists, namely, males employed machining any part of a garment	14 1 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 8 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 8 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	14 1 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	14 1 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 1 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 2 0
30. Proofers, namely, males employed proofing garments with oil or other substances	13 7 0
31. 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 as specified by clause 4 of this Determination.

—	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 11 6
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 7 6
34. Head of a table or bench of machines, namley, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 6 6
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	10 1 6
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	9 16 6
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	9 16 6
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	9 11 6
39. Hand sewers of buttons	9 4 0
40. 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. Provided that the weekly earnings of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	11s. 11¾d.
Tailoresses	10s. 9d.
Female coat hands	12s. 0½d.
Female vest and trouser hands	13s. 3½d.

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.

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GOVERNMENT GAZETTE.

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No. 341] TUESDAY, MAY 5. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1224 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	3 1 0	3 15 6	6 1 0	3 17 0
2nd six months	3 10 0	4 4 0	6 13 6	3 17 0
3rd six months	4 2 0	4 13 0	7 12 6	5 5 6
4th six months	5 0 6	5 7 0	8 10 0	5 5 6
5th six months	5 12 6	6 1 0	..	7 0 6
6th six months	6 6 6	6 13 6	..	7 0 6
7th six months	9 0 0	7 12 6	..	10 13 0
8th six months	10 8 6	8 10 0	..	10 13 0
9th six months	11 14 0	..	..	11 15 0
10th six months	11 18 6	..	..	11 15 0

And thereafter the minimum weekly wage or piecework price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.

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

No. 341.—3966/53.—PRICE 3D.

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

Apprentices or Improvers.

(i) Not more than one male apprentice or improver shall be employed in any section to every journeyman tailor therein employed.

(ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.

(iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.

(iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.

(v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.

(vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.

(vii) For the purpose 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 (other than one to be employed at order cutting) 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 indentures 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.

Prohibition of Employment of New Male and Female Improvers in Group A.

(j) After the commencement of this Determination no male or female in Group A shall—

(i) be engaged to work as an improver in any such section of the industry; or

(ii) be transferred from one section to another such section to work there as an improver; or

(iii) be employed as an improver in any such section.

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

GROUP A.

Order Tailoring for Females:—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein:—

—	Wages per Week.		
	£	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	15	17	0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	13	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	8	0
4. Machinists, namely, males employed machining any part of a garment	14	1	0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	14	1	0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	14	1	0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	8	0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	2	0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14	1	0
10. 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.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 12 6
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 7 6
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 11 6
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	9 19 0
15. Trouser makers, namely, females employed making and/or repairing a d/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	9 19 0
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 4 0
17. Hand sewers of buttons, hooks, and eyes, press studs	9 4 0
18. 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.

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

—	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	15 2 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 13 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 8 0
22. Machinists, namely, males employed machining any part of a garment	14 1 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 1 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 8 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	13 2 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 1 0
27. 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.
28. Cutters, namely, females employed marking in and/or cutting out garments	12 1 6
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 11 6
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 11 6
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	10 1 6
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 6 6
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 4 0
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	10 1 6
35. Hand sewers of buttons, hooks and eyes, press studs	9 4 0
36. 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.

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

—	Wages per Week. £	s.	d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	14	12	0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	13	0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	8	0
40. Machinists, namely, males employed machining any part of a garment	13	1	0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	1	0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	14	1	0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	14	1	0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	14	12	0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	14	1	0
46. Seam pressers on garments other than garments which the worker is making	13	2	0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	13	2	0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	14	1	0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	2	0
50. 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.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10	11	6
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10	11	6
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10	6	6
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	10	1	6
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	10	1	6
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10	1	6
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9	13	6
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10	4	0
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9	16	6
60. Hand sewers of buttons, hooks and eyes, press studs	9	4	0
61. 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.

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

—	Wages per Week. £	s.	d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	14	12	0
63. Pressers, namely, males employed pressing any part of a garment	14	1	0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	14	1	0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	14	6	0
66. Machinists, namely, males employed machining any part of a garment	14	1	0
67. Examiners, namely, males employed examining garments or parts of garments of any description	14	1	0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	13	2	0
69. 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.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 11 6
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 1 6
72. Machinists, namely, females employed machining any part of a garment	9 16 6
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight	9 13 6
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 13 6
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine	9 16 6
76. Examiners, namely, females employed examining garments or parts of garments of any description	9 16 6
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 13 6
78. Hand sewers of buttons, hooks and eyes, press studs	9 4 0
79. 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.

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods) :—

—	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description	14 12 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine	14 6 0
82. Machinists, namely, males employed machining any part of a garment or article of any description	14 1 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description	13 18 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	13 2 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description	14 1 0
86. 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.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description	10 11 6
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine	10 1 6
89. Machinists, namely, females employed machining any part of a garment or article of any description	9 16 6
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work	9 13 6
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	9 13 6
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	10 1 6
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description	9 16 6
94. Hand sewers of buttons, hooks and eyes, press studs	9 4 0
95. 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.

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

—	Wages per Week. £	s.	d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	14	12	0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	14	6	0
98. Machinists, namely, males employed machining any article of any description	14	1	0
99. Pressers, namely, males employed pressing any article of any description	13	18	0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	13	18	0
101. Examiners, namely, males employed examining articles of any description	14	1	0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	13	2	0
103. 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.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10	6	6
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	9	18	6
106. Machinists, namely, females employed machining any article or part of an article of any description	9	13	6
107. Dividers of raw materials used in the manufacture of small articles	9	9	6
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9	13	6
109. Examiners, namely, females employed examining articles of any description	9	13	6
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9	13	6
111. Hand sewers of buttons, hooks and eyes, press studs	9	4	0
112. 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.

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

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No. 342] TUESDAY, MAY 5. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 524 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours. Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	15 8 6	15 15 0	15 5 6
Electrical instrument maker and/or repairer (as defined)	14 19 6	15 6 0	14 16 6
Installation inspector and/or tender	14 8 6	14 15 0	14 5 6
Shift electrician	14 4 0	14 10 6	14 1 0
Refrigeration mechanic or serviceman	14 4 0	14 10 6	14 1 0
Electrician in charge of plant and/or installation	14 4 0	14 10 6	14 1 0
Electrical fitter and/or armature winder	14 4 0	14 10 6	14 1 0
Battery fitter	14 4 0	14 10 6	14 1 0
Cable jointer, on high tension (over 6,600 volts)	14 2 6	14 9 0	13 19 6
Cable jointer, on low tension (under 6,600 volts)	13 19 6	14 6 0	13 16 6
Cable jointer's mate	12 15 0	13 1 6	12 12 0
Coremaker (transformers)	12 18 0	13 4 6	12 15 0
Electrical mechanic	14 4 0	14 10 6	14 1 0
Linesman	13 12 0	13 18 6	13 9 0
Linesman's assistant	12 15 0	13 1 6	12 12 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	13 12 0	13 18 6	13 9 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	12 17 6	13 4 0	12 14 6
Meter tester (1st grade)	13 11 0	13 17 6	13 8 0
Meter tester (2nd grade)	13 4 0	13 10 6	13 1 0
Meter fixer	13 4 0	13 10 6	13 1 0
Switchboard attendant	13 10 6	13 17 0	13 7 6
Battery attendant	12 16 0	13 2 6	12 13 0
Electrical fitter's and mechanic's assistant	12 15 0	13 1 6	12 12 0
Process worker	12 14 0	13 0 6	12 11 0
Other employees with not less than three months' experience in the metal trades industry	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified	11 15 0	12 1 6	11 12 0
(b) Wet Battery Manufacturing.			
Plante assembler	13 4 0	13 10 6	13 1 0
Battery repairer (factory)	13 1 0	13 7 6	12 18 0
Mixing and pasting by hand	12 19 0	13 5 6	12 16 0
Charging and moulding of grids	12 19 0	13 5 6	12 16 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	12 18 0	13 4 6	12 15 0
Formation process	12 16 0	13 2 6	12 13 0
All others in this subdivision	12 14 0	13 0 6	12 11 0

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowats), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

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

Ship Repairing.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (*a*) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(*d*) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

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

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

In the trade of—

Electrical mechanic,

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

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

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

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

Electrical fitter,
Electrical mechanic, and
Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

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

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne ; 10 Miles of G.P.O., Geelong ; at Warrnambool ; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
I.—Adult Females.		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 27 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.

		Additional Amounts.			
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	2 0	2 17 6	2 19 0	2 17 0
16 years of age	34	3 0	4 2 0	4 4 0	4 1 0
17 years of age	46	4 0	5 10 6	5 13 6	5 9 6
18 years of age	58	5 0	6 19 6	7 3 6	6 18 0
19 years of age	73	6 0	8 15 6	9 0 0	8 13 0
20 years of age	88	7 0	10 11 0	10 17 0	10 8 6

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed :—

if under the age of 16 years—

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

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

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

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No. 343] **TUESDAY, MAY 5.** **[1953**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 521 of the 25th June, 1952, shall be replaced by the following clauses :—

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Males.		
Grinder or polisher	269	6
Electro-plater—		
1st Class	284	0
2nd Class	269	0
3rd Class	254	0
Liner or hand decorator	269	6
Coater	259	6
Spray operator	256	0
Other employees with not less than three months' experience in the metal trades industry	241	0
All others	232	0
Females.		
Females employed at—		
(a) hand burnishing, hand finishing, or lacquering	196	6
(b) polishing	269	6
All others { under one month's experience in the industry	174	0
All others { thereafter	190	0

Leading Hands.

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

APPRENTICESHIP.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

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

(i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
(ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 232s. per week, and two female apprentices to every three female workers receiving not less than 174s. per week.

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.

Period of Apprenticeship.

(*e*) 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.

Adult Apprentices.

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

Probationary Period.

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

Wages.

(*h*) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, and in all contracts of apprenticeship hereafter made the employer shall covenant of pay wages of not less than such rates.

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

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

—	Percentage of Basic Wage.	Total Wage Payable.
Four and Five-year Terms.	Per Week.	£ s. d.
1st year	32	3 14 0
2nd year	43	5 0 0
3rd year	54	6 5 6
4th year	83	9 12 6
5th year	100 + 6s.	11 18 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.		
1st year	34	3 19 0
2nd year	54	6 5 6
3rd year	83	9 12 6
4th year	100 + 6s.	11 18 0

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

Hours.

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

Overtime and Shift Work.

(*k*) No apprentice under the age of 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.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

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

* The percentages in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d., half or less than half of 6d., in a result is disregarded.

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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

(*b*) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or small articles; or
using electric arc or oxy-acetylene blow pipe.

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

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

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No. 344] **TUESDAY, MAY 5.** **[1953**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 755 of the 9th August, 1951, shall be replaced by the following clauses:—

2. *Wages.*

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—Stationary Engine Drivers.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Steam Engines.				
First-class	13 9 0	13 15 0	13 15 6	13 6 0
First-class, with condenser	13 15 6	14 1 6	14 2 0	13 12 0
Second-class	13 4 0	13 10 0	13 10 6	13 1 0
Second-class, with condenser	13 9 0	13 15 0	13 15 6	13 6 0
Suction Gas or Other Internal Combustion Engine.				
Fifty brake horse-power or over	13 9 0	13 15 0	13 15 6	13 6 0
Under fifty brake horse-power	13 4 0	13 10 0	13 10 6	13 1 0
Electric Motor Attendants.				
On motors over 250-horse power ..	13 9 0	13 15 0	13 15 6	13 6 0
On motors 100-horse power to 250-horse power inclusive	13 1 0	13 7 0	13 7 6	12 18 0
On motors under 100-horse power ..	12 15 0	13 1 0	13 1 6	12 12 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors. *Note.*—Horse power shall be that shown on the maker's name plate.				

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—Locomotive Engine Drivers.				
If human beings other than train crew are sometimes or always carried ..	14 8 0	14 14 0	14 14 6	14 5 0
Others	13 18 6	14 4 6	14 5 0	13 15 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—Navvies and Drag Line or Dredge Type Excavators.				
Driver	14 14 6	15 0 6	15 1 0	14 11 6
Second driver	13 14 6	14 0 6	14 1 0	13 11 6
D.—Winch Drivers.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	13 9 0	13 15 0	13 15 6	13 6 0
Others	13 5 0	13 11 0	13 11 6	13 2 0
E.—Crane Drivers.				
Lofty cranes—first-class	14 4 0	14 10 0	14 10 6	14 1 0
Lofty cranes—second-class	14 0 6	14 6 6	14 7 0	13 17 6
Lofty cranes—third-class	13 14 6	14 0 6	14 1 0	13 11 6
Cantilever cranes	14 0 6	14 6 6	14 7 0	13 17 6
Cranes transporting molten metal in foundries	13 13 0	13 19 0	13 19 6	13 10 0
Open hearth furnace crane	13 13 0	13 19 0	13 19 6	13 10 0
Steam travelling cranes	13 13 0	13 19 0	13 19 6	13 10 0
Other steam cranes	13 8 6	13 14 6	13 15 0	13 5 6
Grab cranes	13 13 0	13 19 0	13 19 6	13 10 0
Electric cranes not elsewhere included— Four motions and over .. Overhead traverser with auxiliary hoist Traverser with jib hoist .. Two or three motions .. Overhead traverser .. .. Stationary jib; stationary jib hoist Traverser jib	13 4 6	13 10 6	13 11 0	13 1 6
Hydraulic stationary jib cranes	13 1 0	13 7 0	13 7 6	12 18 0
Mobile cranes lifting capacity up to and including 5 tons	13 15 0	14 1 0	14 1 6	13 12 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	14 0 0	14 6 0	14 6 6	13 17 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	14 7 6	14 13 6	14 14 0	14 4 6
Over 20 tons	14 14 6	15 0 6	15 1 0	14 11 6
Fork lift driver	13 5 0	13 11 0	13 11 6	13 2 0
Cranes and hoists not elsewhere included ..	12 17 0	13 3 0	13 3 6	12 14 0
String cranes—five tons or less	12 9 0	12 15 0	12 15 6	12 6 0
F.—Traction Engine Drivers.				
Road.				
Traction engine or road roller (steam) ..	13 12 0	13 18 0	13 18 6	13 9 0
Road roller (oil)	13 10 0	13 16 0	13 16 6	13 7 0
Traction engine (oil—50-brake h.p. or over)	13 12 0	13 18 0	13 18 6	13 9 0
Traction engine (oil—under 50-brake h.p.)	13 7 0	13 13 0	13 13 6	13 4 0
When used as stationary engines, Division A of this clause shall apply.				
Rail.				
Electric traction motor	13 2 0	13 8 0	13 8 6	12 19 0
Internal combustion traction motor ..	13 2 0	13 8 0	13 8 6	12 19 0
Tow Motors.				
Tow motor	12 16 0	13 2 0	13 2 6	12 13 0
G.—Tractor Unit Plant.				
The provisions of this Division shall not apply to logging operations.				
Tournapull	14 14 6	15 0 6	15 1 0	14 11 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under	13 7 0	13 13 0	13 13 6	13 4 0
(b) over 50-brake horse power ..	13 12 0	13 18 0	13 18 6	13 9 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under	13 12 0	13 18 0	13 18 6	13 9 0
(b) over 35-brake horse power to 70-brake horse power	14 2 0	14 8 0	14 8 6	13 19 0
(c) over 70-brake horse power ..	14 8 0	14 14 0	14 14 6	14 5 0

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
Special Work—A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinfore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	13 12 0	13 18 0	13 18 6	13 9 0
Grader, single unit over 40-brake horse power	14 8 0	14 14 0	14 14 6	14 5 0
Grader, single unit 40-brake horse power and under	13 18 0	14 4 0	14 4 6	13 15 0
Concrete paver, single drum	13 7 0	13 13 0	13 13 6	13 4 0
H.—Firemen.				
Fireman	12 19 0	13 5 0	13 5 6	12 16 0
Fireman—first-class	13 4 0	13 10 0	13 10 6	13 1 0
Leading fireman—first class	13 11 0	13 17 0	13 17 6	13 8 0
Leading fireman—second-class	13 8 0	13 14 0	13 14 6	13 5 0
Locomotive fireman	13 2 0	13 8 0	13 8 6	12 19 0
I.—Greasers.				
Greaser or oiler	12 15 0	13 1 0	13 1 6	12 12 0
Greaser or oiler—first-class	13 4 0	13 10 0	13 10 6	13 1 0
Trimmer	12 11 0	12 17 0	12 17 6	12 8 0
Fuelman	12 11 0	12 17 0	12 17 6	12 8 0
Engine cleaner	12 11 0	12 17 0	12 17 6	12 8 0
Boiler cleaner	12 11 0	12 17 0	12 17 6	12 8 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—Others.				
Pile-driving machine	13 11 0	13 17 0	13 17 6	13 8 0
All others	11 12 0	11 18 0	11 18 6	11 9 0

3. *Additional Rates.*

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	Per Week. s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

	s. d.
(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz.:—	15 0
(c) Attending to switchboard where the generating capacity is 350 kilowatt or over	6 0

Junior Labour.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the undermentioned percentages of the basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable— Persons other than those Employed in Bush Saw-mills. Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age	24	0 6	2 14 6	2 14 6	2 16 6	2 14 0
16 years of age ..	32	0 9	3 13 0	3 13 0	3 15 0	3 12 0
17 years of age ..	58	1 0	6 12 0	6 12 0	6 16 0	6 10 6
18 years of age ..	73	2 0	8 7 0	8 7 0	8 11 6	8 5 0
19, but under 20 years of age ..	88	2 6	10 1 6	10 1 6	10 7 0	9 18 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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

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

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GOVERNMENT GAZETTE.

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No. 345] **TUESDAY, MAY 5.** **[1953**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 1255 of the 13th December, 1951, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Percentage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Percentage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		s. d.			s. d.	s. d.
1st year's experience ..	52	120 9	1st year's experience ..	48	111 3	49 0¾
2nd year's experience ..	59	137 0	2nd year's experience ..	64	148 6	
3rd year's experience ..	68	157 9	3rd year's experience ..	74	171 9	
4th year's experience ..	76	176 3	4th year's experience and until reaching the age of 21 years	86	199 6	
5th year's experience .. and thereafter the minimum adult wage or piecework price	82	190 3				

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

No. 345.—3980/53.—PRICE 3D.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age ..	28	65 0	Under 15 years of age ..	34	59 3
16 years, but under 17 years of age	32	74 3	15 years, but under 16 years of age	36	62 9
17 years, but under 18 years of age	41	95 0	16 years, but under 17 years of age	47	81 9
18 years, but under 19 years of age	57	132 3	17 years, but under 18 years of age	52	90 6
19 years, but under 20 years of age	67	155 6	18 years, but under 19 years of age	56	97 6
20 years, but under 21 years of age	76	176 3	19 years, but under 20 years of age	66	114 9
			20 years, but under 21 years of age	75	130 6

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

—	Per Week.
	£ s. d.
Males.	
Furnacemen	13 9 6
Lehr attendants	12 10 0
Stickers-up to melter press shop (3 stickers-up)	12 18 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines	12 10 0
Crackers-off on Dip and Blow and Y machines	12 10 0
Melters on side Lever press glazers and battery jar press	12 12 6
Ball blowers 1st year	12 10 0
Ball blowers 2nd year	12 17 6
Ball blowers 3rd year	13 5 0
Taker-out on side lever press	12 12 6
Assistants to journeymen	12 5 0
Auxiliary to Glass Manufacture.	
Batch mixers	12 17 0
Batch mixers' Assistants	12 11 0
Handlers of raw materials (as defined)	12 10 0
Packers performing any part of the operation of packing ware in straw and headed-up packages ..	13 1 0
Packers doing other packing (as defined)	12 9 0
Packers doing nested cartons (as defined)	12 9 0
Packers doing partitioned cartons (as defined)	12 14 0
Headers-up packed case	12 9 0
Warehouse Assemblers	12 9 0
Warehousemen	12 10 6
Loaders in delivery section	12 18 0
Stackers in delivery section	12 14 0
Sorters	12 16 0
Mould paster	12 14 0
Glass Finishing and Decorating Section.	
Grinders and polishers on flat and upright wheels	12 9 0
Cutters-off	12 9 0
Operators on glazing machines	12 9 0
Operators on searing-off machines	12 11 0
Operators on sandblast booth	13 0 0
Acid dippers	12 13 0
Glister colour handlers	12 13 0
Sprayer	12 18 0
Other adult labour except where hereafter specified	12 5 0
Females.	
Adult females	8 14 0

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely :—

Journeymen.	Per Day.
	s. d.
Blowers—	
12″ and under	58 6¾
Over 12″ and up to 18″	61 5¾
Over 18″	66 5¾
Press workers—	
Press workers on general ware up to 2 lb.	56 3¾
Press workers on general ware 2 lb. to 5 lb.	57 3¾
Press workers on general ware over 5 lb.	60 3¾
Dip mould workers—	
Blowers	55 9¾
Gatherers	55 9¾

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following :—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3¼ per cent. of such earnings.

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

—	Percentage of Basic Wage.	Wages per Week.
		s. d.
15 years of age	35	81 3
16 years of age	43	99 9
17 years of age	55½	128 9
18 years of age	70	162 6
19 years of age	77	178 9
20 years of age	93	215 9
and thereafter the minimum wage or piecework price.		

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

—	Wages per Week.
	£ s. d.
Furnacemen	10 14 0
Salt cake burners	10 14 0
Lehrmen	10 8 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	10 8 6
Salt cake burners' assistants	10 8 6
Packers packing in bags or straw	10 7 6
Sorters	10 7 6
Lister truck hands and assistants	10 6 6
All others	10 5 0

NOTES.

(1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section, of the said Determination shall remain in force.

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

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No. 346] **TUESDAY, MAY 5.** **[1953**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour

PAINTERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination made on the 2nd December, 1952, and in force as from the beginning of the first pay period to commence in February, 1953, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

(i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry ; or

(ii) to employment in workshops or joinery mills.

2. (i) WAGES.

(a) Apprentices and Improvers.

—	Apprentices Per Week of 40 hours.			
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year	29	67 6	2 8	70 2
2nd year	38	88 0	5 4	93 4
3rd year	53	123 0	8 0	131 0
4th year	76	176 6	10 8	187 2
5th year	98	227 6	13 4	240 10

Improvers.	Per Week of 40 hours.
	s. d.
1st year's experience	84 2
2nd year's experience	112 0
3rd year's experience	157 2
4th year's experience	224 7
5th year's experience	289 0

(b) Other Employees.

—	Per hour.	Per Week of 40 hours.
	s. d.	s. d.
All classes of work	7 10½	315 0

WAGES—*continued.*

(*a*) Apprentices and Improvers.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

* *Improvers.*

One improver to three .. .. .. } workers receiving not less than 315s. per week of 40 hours.
Two improvers to six .. .. ..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. ..

(*b*) Other Employees.

*** Note.—The employment, within the Metropolitan District, of any improver is illegal.**

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows :—

(*a*) If in charge of five tradesmen as aforesaid—1s. per day ;

(*b*) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(*a*) Apprentices and Improvers.

Apprentices Per Week of 40 hours.

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

Improvers.	Per Week of 40 hours.
	s. d.
1st year's experience	84 2
2nd year's experience	112 0
3rd year's experience	157 2
4th year's experience	224 7
5th year's experience	289 0

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

* *Improvers.*

One improver to three .. .. .. } workers receiving not less than 309s. 9d. per week of 40 hours.
Two improvers to six .. .. ..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. ..

(*b*) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.

—	Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.
1st year's experience	29	67 6
2nd year's experience	38	88 0
3rd year's experience	53	123 0
4th year's experience	76	176 6
5th year's experience	98	227 6

PROPORTION.

(i) Where one screen table is in operation—
Two juvenile workers to each person receiving not less than 232s. per week of 40 hours.

(ii) Where two or more screen tables are in operation—
For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 232s. per week of 40 hours.

*** Note—The employment, within the Metropolitan District, of any improver is illegal.**

(c) OTHER EMPLOYEES.

—	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne; (ii) Within 5 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 10	313 3	8 0	319 9	7 9	310 3
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at—						
(i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils	7 10	313 3	8 0	319 9	7 9	310 3
(ii) Any other work specified in (B)	5 10½	235 0	6 0½	241 6	5 9½	232 0

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part 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 an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Clauses, other than clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the said Determination shall remain in force.

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