



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 38]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 765 of the 9th August, 1951, shall be replaced by the following clause:—

**WAGES.
Improvers.***

Male.			Female.		
	Percentage of Basic Wage	£ s. d.		Percentage of Female Basic Wage.	£ s. d.
Under 17 years	41	4 14 0	Under 17 years	63	5 8 0
17 and under 18 years	56	6 8 0	17 and under 18 years	74	6 7 0
18 and under 19 years	71	8 2 6	18 and under 19 years	79	6 15 6
19 and under 20 years	88	10 1 6	19 and under 20 years	95	8 3 0
20 and under 21 years	100 + 6/6	11 15 6	20 and under 21 years	100 + 6d.	8 12 0

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

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

(b) **Adults.**

	Male.	Female.
	£ s. d.	£ s. d.
Cook (Grade 1)	13 16 0	11 1 3
Cook (Grade 2)	12 16 0	9 10 9
Cook working alone	13 1 0	10 1 6
Supervisor .. ..	..	9 10 9
Attendant	12 7 6	9 0 6

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

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

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Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CHARWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1158 of the 16th November, 1951, shall be replaced by the following clause:—

2.

Improvers.	Other Employees.	Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, and Warrnambool, the boroughs of Eaglehawk and Sebastopol and within Mildura and Gippsland Districts.	Elsewhere in Victoria																																																																								
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NOTE.—The Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilful that no person shall be taken as an apprentice.

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

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Dated at Melbourne, this
6th day of February, 1953.

RAY. H. BEERS.
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 543 of the 9th July, 1952, 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 1 0	13 7 6	12 18 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	12 14 0	13 0 6	12 11 0
Blacksmith's striker	12 12 0	12 18 6	12 9 0
Blacksmith's striker on double fires and other assistant ..	12 14 0	13 0 6	12 11 0
Boiler (inside) chipper and cleaner	12 18 0	13 4 6	12 15 0
Boilermaker and/or structural steel tradesman	14 1 0	14 7 6	13 18 0
Boilersmith and/or angle iron smith	14 5 6	14 12 0	14 2 6
Cold saw operator	12 14 0	13 0 6	12 11 0
Dogman	12 14 0	13 0 6	12 11 0
Driller using portable machines	13 16 6	14 3 0	13 13 6
Driller using stationary machines	12 13 0	12 19 6	12 10 0
Employee assisting a ship plate bender or plate setter ..	12 14 0	13 0 6	12 11 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 12 0	12 18 6	12 9 0
Friction saw operator	12 12 0	12 18 6	12 9 0
Furnaceman on heavy angle iron or heavy plate	13 0 0	13 6 6	12 17 0
Furnaceman's assistant	12 12 0	12 18 6	12 9 0
Holder-up	12 14 0	13 0 6	12 11 0
Machinist—			
1st class	14 1 0	14 7 6	13 18 0
2nd class	13 6 0	13 12 6	13 3 0
3rd class	12 17 0	13 3 6	12 14 0

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	12 19 0	13 5 6	12 16 0
2nd class	12 13 0	12 19 6	12 10 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 7 0	14 13 6	14 4 0
Painter of ironwork using spray	12 13 0	12 19 6	12 10 0
Painter, brush hand	12 12 0	12 18 6	12 9 0
Plate setter and frame bender	14 4 0	14 10 6	14 1 0
Press and block hand assisting a boiler or angle ironsmith ..	12 14 0	13 0 6	12 11 0
Process worker	12 11 0	12 17 6	12 8 0
Rigger and/or splicer	12 18 0	13 4 6	12 15 0
Rivet heater	12 14 0	13 0 6	12 11 0
Welder—			
Special class (as defined)	14 5 6	14 12 0	14 2 6
1st class (as defined)	14 1 0	14 7 6	13 18 0
2nd class	12 17 0	13 3 6	12 14 0
3rd class	12 13 0	12 19 6	12 10 0
Welder-tack	12 15 0	13 1 6	12 12 0
Other employees with not less than three months' experience in the metal trades industry	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified	11 12 0	11 18 6	11 9 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 14 0	13 0 6	12 11 0
Cement mixer	12 15 0	13 1 6	12 12 0
Cement liner	12 18 0	13 4 6	12 15 0
Cement liner operator	13 6 0	13 12 6	13 3 0
Employee in charge of ring making machines	12 18 0	13 4 6	12 15 0
Employee rounding and straightening steel pipes	12 17 0	13 3 6	12 14 0
Employee on tar dip and sand rolling	12 14 0	13 0 6	12 11 0
Faucet maker in charge of furnace	13 1 0	13 7 6	12 18 0
Faucet maker's assistant	12 14 0	13 0 6	12 11 0
Machine operator (in charge of machines)	12 18 0	13 4 6	12 15 0
Pipe builder	12 18 0	13 4 6	12 15 0

Leading Hands.

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

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

Ship Repairing.

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

Tradesmen	£ s. d.
All other labour	4 6 per week.
	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.
<i>Four and Five-year Terms.</i>				
		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st year	34	3 18 0	4 0 0	3 17 0
2nd year	54	6 3 6	6 7 0	6 2 0
3rd year	83	9 10 0	9 15 6	9 7 6
4th year	100 plus 6s.	11 15 0	12 1 6	11 12 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.
<i>Junior Males.</i>					
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under 16 years of age	24	2 0	2 17 0	2 18 6	2 16 0
16 years of age	34	3 0	4 1 0	4 3 0	4 0 0
17 years of age	46	4 0	5 9 6	5 12 6	5 8 0
18 years of age	58	5 0	6 18 0	7 1 6	6 16 0
19 years of age	73	6 0	8 13 0	8 18 0	8 11 0
20 years of age	88	7 0	10 8 6	10 14 0	10 6 0

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 of 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 ¼ 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.



VICTORIA GOVERNMENT GAZETTE.

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No. 41]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 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 Druggers, (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 2 0	13 8 6	12 19 0
Two or three horses	13 9 6	13 16 0	13 6 6
Additional horses—2s. extra per day for each extra horse			
(2) Employee driving—			
One horse	12 12 6	12 19 0	12 9 6
Two horses	13 0 6	13 7 0	12 17 6
Three horses	13 5 0	13 11 6	13 2 0
Four horses	13 8 0	13 14 6	13 5 0
Five horses	13 9 6	13 16 0	13 6 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 13 6	13 0 0	12 10 6
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 0 6	13 7 0	12 17 6
Over 25 cwt. but not over 3 tons	13 6 6	13 13 0	13 3 6
Over 3 tons but under 6 tons	13 11 0	13 17 6	13 8 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, pro- vided that not more than one trailer shall be drawn at any one time.			

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 0 6	14 7 0	13 17 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 0 6	14 7 0	13 17 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 5 6	14 12 0	14 2 6
For each complete ton over 8—an extra 1s. ..			
(8) Employee driving a straddle truck	14 0 6	14 7 0	13 17 6
(9) Loader	12 16 0	13 2 6	12 13 0
(10) Leading Loader	13 5 6	13 12 0	13 2 6
(11) Stableman	12 7 0	12 13 6	12 4 0
(12) Head stableman	12 15 0	13 1 6	12 12 0
(13) Horse driver's assistant	12 3 0	12 9 6	12 0 0
(14) Motor driver's assistant	12 3 0	12 9 6	12 0 0
(15) Yardman	12 3 0	12 9 6	12 0 0
(16) Sanitary carter's mate	13 12 6	13 19 0	13 9 6
(17) Garbage carter's mate	12 19 0	13 5 6	12 16 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, Tared 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 23 (e) of this Determination Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).	10 0
(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 0 6	13 7 0	12 17 6
Over 25 cwt. but not over 3 tons	13 6 6	13 13 0	13 3 6
Over 3 tons but under 6 tons	13 11 0	13 17 6	13 8 0
Further tonnage—for each complete ton over 5—an extra ls.			
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 0 6	14 7 0	13 17 6
For each complete ton over 8 an extra ls.			
(3) Motor driver's assistant	12 3 0	12 9 6	12 0 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. 6⁹/₁₆d., with a minimum payment as for four hours.

PART IV.

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

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 12 6	12 19 0	12 9 6
Two horses	13 0 6	13 7 0	12 17 6
(2) Employee driving—			
Motor bicycle with side car	12 13 6	13 0 0	12 10 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 0 6	13 7 0	12 17 6
Over 25 cwt. but not over 3 tons	13 6 6	13 13 0	13 3 6
Over 3 tons but under 6 tons	13 11 0	13 17 6	13 8 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 0 6	14 7 0	13 17 6
For each complete ton over 8—an extra 1s.			
(5) Stableman	12 7 0	12 13 6	12 4 0
(6) Head stableman	12 15 0	13 1 6	12 12 0
(7) Horse driver's assistant, motor driver's assistant, yardman	12 3 0	12 9 6	12 0 0

PART IV.—continued.
(This Part applies only to persons employed by Retail Dairymen.)
ADULT EMPLOYEES —continued.

	Per Week.
	<i>s. d.</i>
<i>Further additional amounts for—</i>	
(8) Carter collector and/or relief driver	10 0
(9) Drivers of milk vehicles	20 0
<p>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</p> <p>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.</p>	
(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 y (Adjustable).	Margin.	Londing.	Total Wage Per Week.
		Per Week.	Per Week.	Per Week.	
		£ s. d.	s. d.	s. d.	
1	Aerodrome attendants	11 12 0	47 0	3 0	14 2 0
2	Assistant aerodrome attendants	11 12 0	37 0	3 0	13 12 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 12 0	46 0	3 0	14 1 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 12 0	49 0	3 0	14 4 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 12 0	35 0	3 0	13 10 0
10	Washers and greasers	11 12 0	25 0	3 0	13 0 0
11	Assistant drivers	11 12 0	26 0	3 0	13 1 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 V., of the said Determination shall remain in force.



VICTORIA

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THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

COMMERCIAL CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 748 of the 25th August, 1952, shall be replaced by the following clause:—

2.

*IMPROVERS.

Males.

Wages Per Week.

Experience.	Commencing Age.			
	Under 16 Years.	16 Years.	17 Years.	18 Years and Over.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	75 6	75 6	89 6	103 0
2nd year	96 0	96 0	107 6	144 6
3rd year	119 0	123 6	144 6	176 6
4th year	151 0	165 0	181 0	234 6
5th year	185 6	220 0	242 0	..
6th year and until 21 years of age ..	239 0	242 0	..	..

Females.
Wages per Week.

Typistes, Stenographers or Operators of calculating or ledger-keeping machines.

Experience.	Commencing Age.			
	Under 16 Years.	16 Years.	17 Years.	18 Years and Over.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	98 0	110 0	128 6	149 0
2nd year	110 0	128 6	149 0	164 6
3rd year	128 6	149 0	164 6	177 0
4th year	149 0	164 6	177 0	..
5th year	164 6	177 0	..	..
6th year and until 21 years of age ..	177 0	..	..	..

All Others.

Experience.	Commencing Age.			
	Under 16 Years.	16 Years.	17 Years.	18 Years and Over.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	79 0	89 0	106 6	130 6
2nd year	89 0	106 6	130 6	147 6
3rd year	106 6	130 6	147 6	164 6
4th year	130 6	147 6	164 6	..
5th year	147 6	164 6	..	..
6th year and until 21 years of age ..	164 6	..	..	..

* NOTE.—The Board has determined that no apprentices shall be taken to the trade.

PROPORTION (IN ANY PLACE)—IMPROVERS.

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

OTHER EMPLOYEES.

Wages per Week.

	Within a Radius of 25 Miles of the General Post Office, Melbourne, and within a Radius of 10 Miles of the Post Office, Geelong.		All Other Parts of Victoria.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stenographers, typistes, or operators of calculating or ledger-keeping machines	273 6	205 3	270 6	196 6
Telephone switchboard attendants	273 6	203 3	270 6	196 6
All other adults	273 6	199 6	270 6	194 0

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



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No. 43]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 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 Murrumbidgee 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 5 6	15 12 0	15 2 6
Electrical instrument maker and/or repairer (as defined)	14 16 6	15 3 0	14 13 6
Installation inspector and/or tender	14 5 6	14 12 0	14 2 6
Shift electrician	14 1 0	14 7 6	13 18 0
Refrigeration mechanic or serviceman	14 1 0	14 7 6	13 18 0
Electrician in charge of plant and/or installation	14 1 0	14 7 6	13 18 0
Electrical fitter and/or armature winder	14 1 0	14 7 6	13 18 0
Battery fitter	14 1 0	14 7 6	13 18 0
Cable joiner, on high tension (over 6,600 volts)	13 19 6	14 6 0	13 16 6
Cable joiner, on low tension (under 6,600 volts)	13 16 6	14 3 0	13 13 6
Cable joiner's mate	12 12 0	12 18 6	12 9 0
Coremaker (transformers)	12 15 0	13 1 6	12 12 0
Electrical mechanic	14 1 0	14 7 6	13 18 0
Linesman	13 9 0	13 15 6	13 6 0
Linesman's assistant	12 12 0	12 18 6	12 9 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 9 0	13 15 6	13 6 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	12 14 6	13 1 0	12 11 6
Meter tester (1st grade)	13 8 0	13 14 6	13 5 0
Meter tester (2nd grade)	13 1 0	13 7 6	12 18 0
Meter fixer	13 1 0	13 7 6	12 18 0
Switchboard attendant	13 7 6	13 14 0	13 4 6
Battery attendant	12 13 0	12 19 6	12 10 0
Electrical fitter's and mechanic's assistant	12 12 0	12 18 6	12 9 0
Process worker	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in the metal trades industry	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified	11 12 0	11 18 6	11 9 0
(b) Wet Battery Manufacturing.			
Plante assembler	13 1 0	13 7 6	12 18 0
Battery repairer (factory)	12 18 0	13 4 6	12 15 0
Mixing and pasting by hand	12 16 0	13 2 6	12 13 0
Charging and moulding of grids	12 16 0	13 2 6	12 13 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	12 15 0	13 1 6	12 12 0
Formation process	12 13 0	12 19 6	12 10 0
All others in this subdivision	12 11 0	12 17 6	12 8 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 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 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 converter sub-stations which are in regular operation.

Ship Repairing.

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

	<i>s.</i>	<i>d.</i>
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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Four and Five-year Terms.</i>				
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>				
1st year	34	3 18 0	4 0 0	3 17 0
2nd year	54	6 3 6	6 7 0	6 2 0
3rd year	83	9 10 0	9 15 6	9 7 6
4th year	100 plus 6s.	11 15 0	12 1 6	11 12 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 Warrambrook; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>I.—Adult Females.</i>					
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience	75	..	8 11 6	8 16 6	8 9 6
All others	75	16 0	9 7 6	9 12 6	9 5 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.

<i>II.—Junior Females.</i>					
		Additional Amounts.			
17 years of age and under	52	3 6	4 12 6	4 15 6	4 11 6
18 years of age	62	4 0	5 10 6	5 13 6	5 9 0
19 years of age	72	4 6	6 8 0	6 11 6	6 6 6
20 years of age	82	5 0	7 5 6	7 9 6	7 4 0

<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 17 0	2 18 6	2 16 0
16 years of age	34	3 0	4 1 0	4 3 0	4 0 0
17 years of age	46	4 0	5 9 6	5 12 6	5 8 0
18 years of age	58	5 0	6 18 0	7 1 6	6 16 0
19 years of age	73	6 0	8 13 0	8 18 0	8 11 0
20 years of age	88	7 0	10 8 6	10 14 0	10 6 0

* 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.



VICTORIA GOVERNMENT GAZETTE.

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No. 44]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 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.
<i>Males.</i>	<i>s. d.</i>
Grinder or polisher	266 6
Electro-plater—	
1st Class	281 0
2nd Class	266 0
3rd Class	251 0
Liner or hand decorator	266 6
Coater	256 6
Spray operator	253 0
Other employees with not less than three months' experience in the metal trades industry	238 0
All others	229 0
<i>Females.</i>	
Females employed at—	
(a) hand burnishing, hand finishing, or lacquering	194 0
(b) polishing	266 6
All others { under one month's experience in the industry	171 6
{ thereafter	187 6

Leading Hands.

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

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 apprentices 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 22s. per week, and two female apprentices to every three female workers receiving not less than 17s. 6d. 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.
										Per Week.	s. d.
<i>Four and Five-year Terms.</i>											
1st year	..	..	..	..	..	..	..	..	..	32	73 6
2nd year	..	..	..	..	..	..	..	..	..	43	98 6
3rd year	..	..	..	..	..	..	..	..	..	54	123 6
4th year	..	..	..	..	..	..	..	..	..	83	190 0
5th year	..	..	..	..	..	..	..	..	..	100 + 6s.	235 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>											
1st year	..	..	..	..	..	..	..	..	..	34	78 0
2nd year	..	..	..	..	..	..	..	..	..	54	123 6
3rd year	..	..	..	..	..	..	..	..	..	83	190 0
4th year	..	..	..	..	..	..	..	..	..	100 + 6s.	235 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.
<i>I.—Junior Females.</i>			
		<i>s. d.</i>	<i>£ s. d.</i>
17 years of age and under	52	3 6	4 12 6
18 years of age	62	4 0	5 10 6
19 years of age	72	4 6	6 8 0
20 years of age	82	5 0	7 5 6
<i>II.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 17 0
16 years of age	34	3 0	4 1 0
17 years of age	46	4 0	5 9 6
18 years of age	58	5 0	6 18 0
19 years of age	73	6 0	8 13 0
20 years of age	88	7 0	10 8 6

* 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.



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THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this

16th day of February, 1953.

RAY H. BEERS,

Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 530 of the 26th June, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	12 14 0	13 0 6	12 11 0
Assembler (assistant)	12 9 0	12 15 6	12 6 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	12 14 0	13 0 6	12 11 0
Belt repairer	12 12 0	12 18 6	12 9 0
Blacksmith's striker	12 12 0	12 18 6	12 9 0
Blacksmith's striker on double fires and other assistant	12 14 0	13 0 6	12 11 0
Block and tackle hand	12 14 0	13 0 6	12 11 0
Boiler (inside) chipper and cleaner	12 18 0	13 4 6	12 15 0
Cold saw operator	12 14 0	13 0 6	12 11 0
Die caster	12 17 0	13 3 6	12 14 0
Dogman	12 14 0	13 0 6	12 11 0

WAGES PER WEEK OF 40 HOURS—*continued.*

Adults	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warruambold, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—<i>continued.</i>			
*Dresser and grinder using portable machine	12 16 0	13 2 6	12 13 0
*Dresser, shot blast and sand blast— (a) who operates from outside a properly enclosed cabin	12 12 0	12 18 6	12 9 0
(b) other	13 2 0	13 8 6	12 19 0
*Dresser and grinder (other)	12 14 0	13 0 6	12 11 0
*Emery wheel attendant	12 14 0	13 0 6	12 11 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 12 0	12 18 6	12 9 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	12 16 0	13 2 6	12 13 0
Forger's assistant	12 14 0	13 0 6	12 11 0
Friction saw operator	12 12 0	12 18 6	12 9 0
Furnaceman—forge	13 16 6	14 3 0	13 13 6
Furnaceman's assistant—forge	12 14 0	13 0 6	12 11 0
*Furnaceman—electrical	13 2 0	13 8 6	12 19 0
*Furnaceman—other (excepting cupola furnaceman)	12 18 0	13 4 6	12 15 0
*Furnaceman's assistant	12 12 0	12 18 6	12 9 0
*Grinding machine or emery wheel operator	12 14 0	13 0 6	12 11 0
*Ladleman	12 14 0	13 0 6	12 11 0
Hammer driver	12 14 0	13 0 6	12 11 0
Lagger	12 12 0	12 18 6	12 9 0
Machinist—3rd class (as defined)	12 17 0	13 3 6	12 14 0
Overhead oiler	12 12 0	12 18 6	12 9 0
Painter of ironwork, using spray	12 13 0	12 19 6	12 10 0
Painter, brush hand	12 12 0	12 18 6	12 9 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	12 14 0	13 0 6	12 11 0
On bending and cutting machines (assistant)	12 11 0	12 17 6	12 8 0
On steel fabric machines	12 14 0	13 0 6	12 11 0
On steel fabric machines (assistant)	12 9 0	12 15 6	12 6 0
Person working with hammer 14 lb. weight or over—			
On repair work	13 2 3	13 8 9	12 19 3
On other work	12 14 3	13 0 9	12 11 3
Pickler	12 12 0	12 18 6	12 9 0
Piler	12 14 0	13 0 6	12 11 0
Process worker	12 11 0	12 17 6	12 8 0
Rigger and/or splicer	13 3 0	13 9 6	13 0 0
Tar dipper	12 12 0	12 18 6	12 9 0
Other employees with not less than three months' experience in the metal trades industry	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified	11 12 0	11 18 6	11 9 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	13 7 0	13 13 6	13 4 0
Roller	13 0 0	13 6 6	12 17 0
Extrusion press operator	12 19 0	13 5 6	12 16 0
Melter of lead alloys	12 12 0	12 18 6	12 9 0
Lead wool machinist	12 11 0	12 17 6	12 8 0
Molten metal feeder and/or mixer for shot	12 11 0	12 17 6	12 8 0
Roller's assistant	12 12 0	12 18 6	12 9 0
Pipe trap machine operator's assistant	12 12 0	12 18 6	12 9 0
Extrusion press operator's assistant	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in the metal trades industry	11 18 0	12 4 6	11 15 0
All others	11 12 0	11 18 6	11 9 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week.

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.

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

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.

Provided that an employee 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 9s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, 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.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warramball; and within Miblunga and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under one month's experience	75	..	..	8 11 6	8 16 6	8 9 6
All others	75	16 0	..	9 7 6	9 12 6	9 5 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.						
<i>II.—Junior Females.</i>						
17 years of age and under	52	..	3 6	4 12 6	4 15 6	4 11 6
18 years of age	62	..	4 0	5 10 6	5 13 6	5 9 0
19 years of age	72	..	4 6	6 8 0	6 11 6	6 6 6
20 years of age	82	..	5 0	7 5 6	7 9 6	7 4 0
<i>III.—Junior Males.</i>						
Under 16 years of age	24	..	2 0	2 17 0	2 18 6	2 16 0
16 years of age	34	..	3 0	4 1 0	4 3 0	4 0 0
17 years of age	46	..	4 0	5 9 6	5 12 6	5 8 0
18 years of age	58	..	5 0	6 18 0	7 1 6	6 16 0
19 years of age	73	..	6 0	8 13 0	8 18 0	8 11 0
20 years of age	88	..	7 0	10 8 6	10 14 0	10 6 0
A junior employer 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.						
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	24	..	3 0	2 18 0	2 19 6	2 17 0
16 years of age	32	..	4 3	3 17 6	3 19 6	3 16 6
17 years of age	58	..	8 0	7 1 0	7 4 6	6 19 0
18 years of age	73	..	10 0	8 17 0	9 2 0	8 15 0
19 years of age and over	88	..	11 6	10 13 0	10 18 6	10 10 6

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age 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 storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying 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 ¼ 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 employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles or using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
as furnaceman or assistant to furnaceman; or
as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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



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THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

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

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

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

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	17 16 0	6 0	18 2 0
Slaughterman	17 2 3	6 0	17 8 3
Head and Feet Boners	14 13 0	3 0	14 16 0
Scalders	14 13 0	3 0	14 16 0
Meat Lumpers	14 9 6	3 0	14 12 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	14 5 6	3 0	14 8 6
General labourers	14 2 6	3 0	14 5 6

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

2. (A)—continued.

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

2. (A)—continued.

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

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	13 9 0	13 15 6	13 9 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	13 13 0	13 19 6	13 13 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	13 16 0	14 2 6	13 16 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	13 4 0	13 10 6	13 4 0
(ii) two horses	13 9 0	13 15 6	13 9 0
(iii) three horses	13 12 0	13 18 6	13 12 0
(iv) four horses	13 14 0	14 0 6	13 14 0

Division F.—Employees on Gas Producer Units.

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

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience	64	7 6 6	Under 18 years	85	9 14 6
2nd year's experience	77	8 16 6	18 years and under 19 years	100 + 1s. 6d.	11 10 6
3rd year's experience	88	10 1 6	19 years and under 20 years	100 + 13s. 6d.	12 2 6
4th year's experience	100 + 21s.	12 10 0	20 years .. . . .	.. . . .	Minimum Wage
5th year's experience .. . . .	.. . . .	Minimum Wage			

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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

PROPORTION (BY ANY EMPLOYER).

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

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

2. (C) (i)

APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O. Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	30	4 5 0	4 7 0	4 5 0
Second year	40	5 13 6	5 16 0	5 13 6
Third year	55	7 16 0	8 0 0	7 16 0
Fourth year	75	10 13 0	10 18 0	10 13 0
Fifth year	95	13 10 0	13 16 0	13 10 0
<i>Four-year Term—</i>				
First year	40	5 13 6	5 16 0	5 13 6
Second year	50	7 2 0	7 5 0	7 2 0
Third year	75	10 13 0	10 18 0	10 13 0
Fourth year	95	13 10 0	13 16 0	13 10 0

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

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O. Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	30	4 5 0	4 7 0	4 5 0
Second year	40	5 13 6	5 16 0	5 13 6
Third year	50	7 1 6	7 5 0	7 1 6
Fourth year	75	10 12 6	10 17 6	10 12 6
Fifth year	95	13 9 6	13 15 6	13 9 6
<i>Four-year Term—</i>				
First year	40	5 13 6	5 16 0	5 13 6
Second year	50	7 1 6	7 5 0	7 1 6
Third year	75	10 12 6	10 17 6	10 12 6
Fourth year	95	13 9 6	13 15 6	13 9 6

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

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

Contract of Apprenticeship.

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

Probationary Period.

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

Tuition During Apprenticeship.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Period of Apprenticeship.

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

Wages.

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

Conditions of Employment.

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

Unapprenticed Juniors.

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

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

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

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age	75	10 13 0	10 18 0	10 13 0
20 to 21 years of age	95	13 10 0	13 16 0	13 10 0

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

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

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age	30	4 5 0	4 7 0	4 5 0
17 to 18 years of age	40	5 13 6	5 16 0	5 13 6
18 to 19 years of age	50	7 1 6	7 5 0	7 1 6
19 to 20 years of age	75	10 12 6	10 17 6	10 12 6
20 to 21 years of age	95	13 9 6	13 15 6	13 9 6

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

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

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age	50	7 1 6	7 5 0	7 1 6
18 to 19 years of age	75	10 12 6	10 17 6	10 12 6
19 to 20 years of age	85	12 1 0	12 6 6	12 1 0
20 to 21 years of age	95	13 9 6	13 15 6	13 9 6

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

Proportion of Apprentices and Improvers.

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

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





VICTORIA GOVERNMENT GAZETTE.

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No. 47]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 874 of the 27th August, 1951, shall be replaced by the following clause:—

* WAGES.

2 (a)

Apprentices and Improvers.

Apprentices.—PER WEEK.					Improvers.—PER WEEK.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.	—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	66 6	2 8	69 2	1st six months ..	23	52 6	1 0	53 6
2nd year ..	38	87 0	5 4	92 4	2nd six months ..	33	75 6	1 6	77 0
3rd year ..	53	121 6	8 0	129 6	2nd year ..	48	110 0	2 0	112 0
4th year ..	76	174 0	10 8	184 8	3rd year ..	77	176 6	3 0	179 6
5th year ..	98	224 6	13 4	237 10	4th year ..	98	224 6	4 0	228 6
					5th year ..	100 plus 14s.	243 0	4 6	247 6
PROPORTION (IN ANY PLACE).					PROPORTION (IN ANY PLACE).				
One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 315s. per week.					One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 315s. per week.				
An amended indenture of apprenticeship was approved on 7th September, 1940.									

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(b)

Other Employees.

SECTION "A".

This Section applies only in respect of the employment of persons on the construction renovation repair alteration 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.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	325 10	8 1½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	345 0	8 7½
(b) Where the temperature exceeds 120° Fahrenheit	365 0	9 1½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	345 0	8 7½
(b) Where the temperature exceeds 120° Fahrenheit	365 0	9 1½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	325 10	8 1½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	365 0	9 1½
(7) Bricklayers laying glass bricks	315 0	7 10½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	322 4	8 0½
(9) All other bricklayers	315 0	7 10½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	315 0	7 10½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	319 2	7 11½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	338 6	8 5½
(b) Where the temperature exceeds 120° Fahrenheit	358 6	8 11½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	338 6	8 5½
(b) Where the temperature exceeds 120° Fahrenheit	358 6	8 11½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	319 2	7 11½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	358 6	8 11½
(7) Bricklayers laying glass bricks	308 4	7 8½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	315 8	7 10½
(9) All other bricklayers	308 4	7 8½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	308 4	7 8½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 26 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

(c)

Special Allowances.

In addition to the rates hereinbefore prescribed in this clause the following special allowances shall be paid, provided that the provisions of paragraphs (i), (ii), and (iii) hereof shall apply only to bricklayers doing work classified under classifications (7) and (9) of Sections "A" and "B" of sub-clause (b).

(i) *Wet Places.*—An employee working in any place where his clothing or boots become saturated whether by water, concrete, or otherwise shall be paid 3d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate per hour for the whole of the day or shift if he is required to work in wet clothing or boots.

(ii) *Confined Space.*—An employee required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the bricklaying trade) shall be paid 3d. per hour whilst so employed.

(iii) *Dirty Work.*—An employee working at dirty work, that is work concerning which the employer or his foreman agree that it is of an unusually dirty or offensive nature, shall be paid for the period of such work at the rate of 3d. per hour extra.

(iv) *Casual Labour.*—Casual employee (i.e., an employee employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

(v) *Employee Reporting for Duty.*—An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

(vi) *Waiting Time.*—An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

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

1. 1000

2. 1000

3. 1000

4. 1000

5. 1000

6. 1000

7. 1000

8. 1000

9. 1000

10. 1000

11. 1000

12. 1000

13. 1000

14. 1000

15. 1000

16. 1000

17. 1000

18. 1000

19. 1000

20. 1000

21. 1000

22. 1000

23. 1000

24. 1000

25. 1000

26. 1000

27. 1000

28. 1000

29. 1000

30. 1000



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THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 528 of the 26th June, 1952, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Adults.	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.
File chisel whetter	13 7 0	13 13 6	13 4 0
File inspector—First class	13 2 0	13 8 6	12 19 0
File inspector (other)—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 16 0	13 2 6	12 13 0
Automatic file blanking machine operator—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	13 2 0	13 8 6	12 19 0
File cutter—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	13 2 0	13 8 6	12 19 0
Hand hammer file forger—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	13 2 0	13 8 6	12 19 0
File tang roller—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	13 2 0	13 8 6	12 19 0
File compound controller	13 0 6	13 7 0	12 17 6
File edge grinder—			
(a) First three months' experience as such ..	12 14 0	13 0 6	12 11 0
(b) Thereafter	13 0 0	13 6 6	12 17 0
File side grinder—			
(a) First three months' experience as such ..	12 14 0	13 0 6	12 11 0
(b) Thereafter	13 0 0	13 6 6	12 17 0
File hardener—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	13 0 0	13 6 6	12 17 0
File point roller—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 0 0	13 6 6	12 17 0
File bar clipper—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 17 0	13 3 6	12 14 0
File roll flattener—			
(a) First three months' experience as such ..	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 17 0	13 3 6	12 14 0

Wages per Week of 40 hours.

Adults.	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.
File brander	£ s. d.	£ s. d.	£ s. d.
(a) First three months' experience as such	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 17 0	13 3 6	12 14 0
Half round or round file grinder—			
(a) First three months' experience as such	12 14 0	13 0 6	12 11 0
(a) Thereafter	12 16 0	13 2 6	12 13 0
File tang and point trimmer—			
(a) First three months' experience as such	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 14 0	13 0 6	12 11 0
File miller—			
(a) First three months' experience as such	12 11 0	12 17 6	12 8 0
(b) Thereafter	12 16 0	13 2 6	12 13 0
File acider	12 16 0	13 2 6	12 13 0
File sand-blaster	12 14 6	13 1 0	12 11 6
Semi-automatic hammer file forger	12 14 0	13 0 6	12 11 0
File straightener (hand)	12 14 0	13 0 6	12 11 0
File grinder (other)	12 14 0	13 0 6	12 11 0
File edge setter (machine or hand)	12 14 0	13 0 6	12 11 0
File stripper (machine or hand)	12 14 0	13 0 6	12 11 0
File chisel grinder	12 14 0	13 0 6	12 11 0
File cropper	12 14 0	13 0 6	12 11 0
File point grinder	12 14 0	13 0 6	12 11 0
File safe edger	12 14 0	13 0 6	12 11 0
File tang bluer	12 14 0	13 0 6	12 11 0
File anneal loader	12 12 0	12 18 6	12 9 0
File straightener (machine)	12 11 0	12 17 6	12 8 0
File counter	12 11 0	12 17 6	12 8 0
File drier	12 11 0	12 17 6	12 8 0
File oiler	12 11 0	12 17 6	12 8 0
File paster	12 11 0	12 17 6	12 8 0
File ringer	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in this industry	11 18 0	12 4 6	11 15 0
All others	11 12 0	11 18 6	11 9 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

- | | |
|--|------------------------------|
| Automatic file blanking machine operator | File point roller; |
| File bar clipper; | File roll flattener; |
| File brander; | File side grinder; |
| File cutter; | File tang and point trimmer; |
| File edge grinder; | File tang roller; |
| File hardener (where a fixture is used); | Hand hammer file forger. |

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.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per Week.	£ s. d.	£ s. d.	£ s. d.
		s. d.			
I.—Adult Females.					
Under one month's experience	75	..	8 11 6	8 16 6	8 9 6
All others	75	16 0	9 7 6	9 12 6	9 5 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
Additional Amount.					
II.—Junior Females.					
17 years of age and under	52	3 6	4 12 6	4 15 6	4 11 6
18 years of age ..	62	4 0	5 10 6	5 13 6	5 9 0
19 years of age ..	72	4 6	6 8 0	6 11 6	6 6 6
20 years of age ..	82	5 0	7 5 6	7 9 6	7 4 0
III.—Junior Males.					
Under 16 years of age	24	2 0	2 17 0	2 18 6	2 16 0
16 years of age ..	34	3 0	4 1 0	4 3 0	4 0 0
17 years of age ..	46	4 0	5 9 6	5 12 6	5 8 0
18 years of age ..	58	5 0	6 18 0	7 1 6	6 16 0
19 years of age ..	73	6 0	8 13 0	8 18 0	8 11 0
20 years of age ..	88	7 0	10 8 6	10 14 0	10 6 0

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

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

(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.

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.
using electric arc or oxy acetylene blow pipe.

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



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No. 49]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 282 of the 8th March, 1951, shall be replaced by the following clause:—

2.

JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
Under 16 years of age	2 17 0	17 years of age and under	4 12 6
16 years of age	4 1 0	18 years of age	5 10 6
17 years of age	5 9 6	19 years of age	6 8 0
18 years of age	6 18 0	20 years of age	7 5 6
19 years of age	8 13 0		
20 years of age	10 8 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	13 9 0	13 6 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	12 19 0	12 16 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	12 14 0	12 11 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	12 9 0	12 6 0
Employee engaged in handling Glauber Salts	12 9 0	12 6 0
Box repairer and wood worker	12 14 0	12 11 0
All others	12 6 0	12 3 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syrrupping, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	8 18 6	8 16 6

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

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





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No. 50]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 712 of the 27th July, 1951, shall be replaced by the following clause:—

WAGES.

2.(a)

Apprentices or Improvers.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 17 years of age	57	130 6	Under 16 years of age	46	79 0
17 years of age and under 18	68	155 6	16 years of age and under 17	56	96 0
18 years of age and under 19	79	181 0	17 years of age and under 17½	65	111 6
19 years of age and under 20	90	206 0	17½ years of age and under 18	74	127 0
20 years of age and under 21	100 + 3/8	232 6	18 years of age and under 19	84	144 0
			and thereafter the minimum wage.		

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

Improvers.—One improver to every four or fraction of four workers of either sex receiving not less than the minimum wage.

(b)

Other Employees.

Males.		Per Week.	Females.		Per Week.
		£ s. d.			£ s. d.
First Cook, where the number of persons employed in the kitchen is			First Cook, where the number of persons employed in the kitchen is		
Eight or more .. .. .	.. .. .	14 2 6	Eight or more .. .. .	.. .. .	11 1 0
Five, six, or seven .. .. .	.. .. .	13 17 6	Five, six, or seven .. .. .	.. .. .	10 16 6
Four or less .. .. .	.. .. .	13 12 6	Four or less .. .. .	.. .. .	10 10 9
Cook employed alone .. .. .	.. .. .	12 17 6	Cook employed alone .. .. .	.. .. .	9 18 9
Second Cook, where the number of persons employed in the kitchen is			Second Cook, where the number of persons employed in the kitchen is		
Eight or more .. .. .	.. .. .	13 7 6	Eight or more .. .. .	.. .. .	10 6 0
Five, six, or seven .. .. .	.. .. .	13 2 6	Five, six, or seven .. .. .	.. .. .	10 0 6
Four or less .. .. .	.. .. .	12 17 6	Four or less .. .. .	.. .. .	9 14 9
Vegetable Cook .. .. .	.. .. .	12 7 6	Vegetable Cook .. .. .	.. .. .	9 5 6
Other Cooks .. .. .	.. .. .	12 12 6	Other Cooks .. .. .	.. .. .	9 11 6
Kitchenman, pantryman, houseman, or waiter .. .. .	.. .. .	12 3 6	Head waitress .. .. .	.. .. .	9 7 6
All others .. .. .	.. .. .	12 3 6	Needlewoman or seamstress .. .. .	.. .. .	9 7 6
			Kitchenmaid, pantrymaid, housemaid, or waitress .. .. .	.. .. .	9 0 6
			All others .. .. .	.. .. .	9 0 6

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be :—

	Board Only.		Board and Lodging.	
	Percentage of Basic Wage.	Per Week.	Percentage of Basic Wage.	Per Week.
(i) Apprentices or Improvers.				
<i>Males.</i>				
		<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age	6	13 9	8	18 3
17 years of age and under 18	7·5	17 3	10	23 0
18 years of age and under 19	8·25	19 0	11	25 3
19 years of age and under 20	9·75	22 3	13	29 9
20 years of age and under 21	10·5	24 0	14	32 0
<i>Females.</i>				
Under 16 years of age	6	13 9	8	18 3
16 years of age and under 17	7·5	17 3	10	23 0
17 years of age and under 17½	8·25	19 0	11	25 3
17½ years of age and under 18	9·75	22 3	13	29 9
18 years of age and under 19	10·5	24 0	14	32 0
(ii) Other Employees.				
Other employees	12	27 6	16	36 9

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



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No. 51]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3, and 4, of the Determination published in *Government Gazette* No. 13 of the 10th January, 1952, shall be replaced by the following clauses:—

PART 1.

1.

	Improvers.*		Other Employees.			
	Mildura District.	Elsewhere.		Mildura District.	Elsewhere.	
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.		Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
14 and under 21 years of age ..	227 0	235 0	Stable Workers	251 0	259 0	
			All Others	271 0	271 0	

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

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

PART 2.

1.

Improvers.*		Other Employees.			
WAGES.		WEEKLY HOURS.			
		WAGES.		During a Week in which Carters' Holiday is Observed.	During any Other Week.
	Per week. <i>s. d.</i>		<i>s. d.</i>		
14 and under 21 years of age	235 0	Stable Workers	250 0	42	46
		All Others	271 0	42	46

PROPORTION—Wherever this Section applies.
(In any place.)

One improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week fixed for their respective sections.

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

PART 3.

1.

* Improvers.		Other Employees.			
Wages.		Weekly Hours.			
<i>s. d.</i>		Wages.		During a Week in which Carters' Holiday is Observed.	During any Other Week.
Under 16 years of age	113 0				
16 years and under 17 years of age	138 3				
17 years and under 18 years of age	170 3				
18 years and under 19 years of age	196 6				
19 years and under 20 years of age	224 9				
20 years and under 21 years of age	240 9				

Proportion.—Wherever this section applies:—
One Improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week as provided for other employees.

		<i>s. d.</i>		
Stable workers		243 6	42	46
All others		253 6	42	46

* The Board has determined that no apprentice shall be taken to this section.

PART 4.

1.

* Improvers.		Other Employees.			
Wages.		Wages per Week of 44 Hours.			
<i>s. d.</i>					
Under 16 years of age	113 0				
16 years and under 17 years of age	138 3				
17 years and under 18 years of age	170 3				
18 years and under 19 years of age	196 6				
19 years and under 20 years of age	224 9				
20 years and under 21 years of age	240 9				

Proportion.—Wherever this section applies:—
One Improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week as provided for other employees.

		<i>s. d.</i>		
Stable workers		243 6		
All others		253 6		

* The Board has determined that no apprentice shall be taken to this section.

Clauses, other than clause 1 of Parts 1, 2, 3, and 4, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

Clauses 2 (a) and 19 of the Determination published in *Government Gazette* No. 464 of the 23rd May, 1952, shall be replaced by the following clauses:—
2. (a.)

Improvers.			Other Employees.		Per Hour.	Wages per Week of 40 Hours.
WAGES			FIREBRICKS AND TEXTURE BRICKS.			
FIREBRICKS AND TEXTURE BRICKS.			FIREBRICKS AND TEXTURE BRICKS.			
	Percentage of Basic Wage.	Per Week of 40 Hours. <i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
14 years of age	42	96 0	Burners .. .. .	.. .. .	6 8	270 0
15 years of age	43	98 6	Crusher attendants who also haul .. .. .	.. .. .	6 4 ¹⁹ / ₂₀	256 6
16 years of age	46	105 6	Crusher attendants who do not haul .. .. .	.. .. .	6 4 ¹ / ₂	254 0
17 years of age	52	119 0	Wet or dry pan attendants who do not haul .. .. .	.. .. .	6 5 ¹ / ₁₀	257 0
18 years of age	63	144 6	Machine Drivers* .. .. .	.. .. .	6 6 ⁹ / ₂₀	261 6
19 years of age	83	190 0	Wire cut attendant, column man, or off-bearers from wire cut machine .. .. .	.. .. .	6 4 ¹⁹ / ₂₀	256 6
20 years of age	86	197 0	Hand moulders, dressers and cutters with not less than twelve months experience at the work .. .. .	.. .. .	7 0 ⁹ / ₂₀	280 9
			Other hand moulders, dressers and cutters .. .. .	.. .. .	6 8 ¹ / ₁₀	267 0
			Drawers* .. .. .	.. .. .	6 6 ³ / ₄	262 0
			Setters* .. .. .	.. .. .	7 0 ⁸ / ₂₀	282 0
			Facemen working in a clayhole 25 feet or less in depth* .. .. .	.. .. .	6 11 ¹⁷ / ₂₀	279 6
			All other facemen* .. .. .	.. .. .	7 0 ⁹ / ₂₀	281 6
			Wheelers of green or burnt bricks .. .. .	.. .. .	6 6 ⁹ / ₂₀	261 6
			Clayhole men (employer to provide tools)* .. .. .	.. .. .	6 7 ¹⁹ / ₂₀	266 6
			Pressers .. .. .	.. .. .	6 4 ¹⁹ / ₂₀	256 6
			Loftmen .. .. .	.. .. .	6 4 ¹³ / ₂₀	255 6
			Dampers or Kiln Cleaners* .. .. .	.. .. .	6 6 ³ / ₄	262 6
			Yardmen and wastemen .. .. .	.. .. .	6 4 ¹ / ₂	254 0
			OTHER BRICKS.			
			Burners .. .. .	.. .. .	6 8	270 0
			Machine drivers or machine riggers* .. .. .	.. .. .	6 7 ¹⁹ / ₂₀	266 6
			Wet or dry pan attendants who do not haul .. .. .	.. .. .	6 6 ³ / ₄	262 0
			Crusher attendants who do not haul .. .. .	.. .. .	6 6 ⁹ / ₂₀	260 6
			Crusher and wet or dry pan attendants who also haul .. .. .	.. .. .	6 7 ¹⁹ / ₂₀	266 6
			Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)* .. .. .	.. .. .	6 8 ¹⁷ / ₂₀	269 6
			Other drawers* .. .. .	.. .. .	6 9 ¹ / ₂	272 0
			Other setters* .. .. .	.. .. .	7 0 ⁸ / ₂₀	282 0
			Facemen working in a clayhole 25 feet or less in depth* .. .. .	.. .. .	7 1 ⁷ / ₂₀	284 6
			All other facemen* .. .. .	.. .. .	7 3 ⁹ / ₂₀	290 6
			Clayhole men (employer to provide tools)* .. .. .	.. .. .	6 9 ⁹ / ₂₀	271 6
			Lime grinders, lime crushers, pressers, sand and lime mixers or silomen* .. .. .	.. .. .	6 8 ¹ / ₁₀	267 0
			Hand moulders .. .. .	.. .. .	6 7 ⁷ / ₂₀	264 6
			Off-bearers from wire cut machine .. .. .	.. .. .	6 6 ⁹ / ₂₀	261 6
			Truckers* .. .. .	.. .. .	6 7 ¹ / ₂	264 0
			Adults taking off-bricks machines .. .. .	.. .. .	6 6 ⁹ / ₂₀	261 6
			Dampers or kiln cleaners* .. .. .	.. .. .	6 8 ¹ / ₂	267 6
			Loftmen .. .. .	.. .. .	6 6	260 0
			Yardmen and wastemen .. .. .	.. .. .	6 5 ⁷ / ₁₀	259 0

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 89% of the Basic Wage i.e. 204s. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.

Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.

PROPORTION (in any factory or place).

One improver to every eight or fraction of eight employees receiving not less than 254s. per week of 40 hours.

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

* The rates prescribed for these classification include an allowance of 2s. 6d. per week for wear and tear on clothing.
No. 52.—782/53.—PRICE 3d.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

19. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	6 10½	7 1½	6 8½	7 0½
26 to 36 yards	7 3	7 7½	7 1½	7 5½
36 to 46 yards	7 5½	7 9	7 4	7 7½
Over 46 yards	8 0½	8 4	7 11½	8 2½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	8 1½	8 5	8 5½	8 8½
26 to 36 yards	8 6½	8 9½	8 10½	9 1½
36 to 46 yards	8 9	8 11½	9 0½	9 3½
Over 46 yards	9 4½	9 7½	9 7½	9 10½

	Per thousand.	
	s.	d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	57	4
" " " " in sheds	49	5
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	40	1
" " " " from bowling stool in sheds (where material is placed on the table)	37	1
" " " " fancy bricks and off-bearing to hacks or in sheds	57	4
" " " " from bowling stool	51	11
Setting	9	10
Picking blues	20	0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (a) and 19, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 53]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 510 of the 17th May, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.						Wages per Week.				
	Shift Workers.				Percent- age of Basic Wage.	Ordinary Workers.	Males.		Females.		
	Percent- age of Basic Wage.	Where a Seven-day Week is Worked.	Percent- age of Basic Wage.	Where a Six-day Week is Worked.			Percent- age of Basic Wage.	—	Percent- age of Female Basic Wage.	—	
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
Under 16 years	..	..	..	..	59	135 0	Under 16 years	50	114 6	62	106 6
16-17 years ..	..	..	..	..	69	153 0	16-17 years ..	56	128 0	70	120 0
17-18 " ..	..	..	..	..	78	178 6	17-18 " ..	69	158 0	78	134 0
18-19 " ..	100 +	231 0	98	224 6	88	201 6	18-19 " ..	76	174 0	91	156 0
	2s.						19-20 " ..	89	204 0	99	170 0
19-20 " ..	100 +	243 6	100 +	239 6	99	226 6	20-21 " ..	100 +	231 0	100 +	182 0
	14s. 6d.		10s. 6d.					2s.		10s. 6d.	
20-21 " ..	100 +	251 0	100 +	247 6	100 +	237 0					
	22s.		18s. 6d.		8s.						

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 262s. per week.

One improver to every eight or fraction of eight workers receiving not less than 262s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 201s. 9d. per week.

OTHER EMPLOYERS.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	292 0	289 0	281 0
Milk grader	291 0	288 0	280 0
Milk or cream tester	291 0	288 0	280 0
Creamery manager	286 0	283 0	275 0
Milk or cream neutralizer	284 6	281 6	273 6
Foreman of shift or department or casein plant	286 0	283 0	275 0
Butter-maker	291 0	288 0	280 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	276 0	273 0	265 0
Operators of any of the following machines, viz :—			
Separator	277 0	274 0	266 0
Pasteurizer vacreator, or deodorizer	277 0	274 0	266 0
Weighing machine	274 0	271 0	263 0
Filling machine for tinning of butter when butter has not been milled	276 0	273 0	265 0
Filling machine for tinning of butter when butter has been milled	275 0	272 0	264 0
Storeman or packer in butter canning establishments	275 0	272 0	264 0
Other storeman or packers	274 0	271 0	263 0
Casein-maker	287 0	284 0	276 0
Assistant to casein-maker, casein dryers, and millers	275 6	272 6	264 6
Cheese-maker	291 0	288 0	280 0
Assistant to cheese-maker	275 6	272 6	264 6
Cheese storehand	277 0	274 0	266 0
Male adult washing or sterilizing cans or bottles	274 0	271 0	263 0
Operator of a fork lift truck	276 0	273 0	265 0
All other adult males	273 0	270 0	262 0
All other adult females .. .. .	..	..	201 9

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

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



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No. 54]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CARETAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1084 of the 8th November, 1951, shall be replaced by the following clause:—

2.

IMPROVERS.

Wages per week of 40 Hours.			PROPORTION (in any place).	
	Percentage of Basic Wage.	s. d.	One improver to every worker receiving not less than 253s. 6d. per week of 40 hours.	
Under 18 years of age	52	119 0	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
18 to 19 years of age	65	149 0		
19 to 20 years of age	81	185 6		
20 to 21 years of age	96	220 0		

OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.		
	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies
	s. d.	s. d.
Persons engaged weekly to take care of buildings which contain—		
41 or more flats	245 0	242 0
21 to 40 flats	241 0	238 0
20 or less flats	239 6	236 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	236 0	233 0
Other caretakers of buildings in charge of—		
11 or more cleaners	275 6	272 6
4 to 10 cleaners	265 6	262 6
1 to 3 cleaners	253 6	250 6
All others	244 6	241 6

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

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No. 55]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CEMENT ARTICLES BOARD.

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

(a) APPRENTICES AND IMPROVERS.					(b) OTHER EMPLOYEES.			
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
	Per-centage of Basic Wage.	Ad-justable Rate.	Plus War Loading (Non-ad-justable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age	31	71 0	0 9	71 9	<i>Group No. 1.</i>			
16 years of age ..	42	96 0	1 0	97 0	Moulder on centrifugal or vibrator pipe machines	258 0	3 0	261 0
17 " " ..	53	121 6	1 6	123 0	<i>Group No. 2.</i>			
18 " " ..	66	151 0	1 9	152 9	Man operating a machine mixing cement or concrete	254 0	3 0	257 0
19 " " ..	76	174 0	2 0	176 0	Other moulder of cement or concrete articles, including operator of any machines not elsewhere included ..	254 0	3 0	257 0
20 " " ..	88	201 6	2 3	203 9	Repairer or renderer of cement or concrete articles	254 0	3 0	257 0
					Operator of machine making concrete or cinder-concrete blocks or bricks	254 0	3 0	257 0
					Crusher feeder or attendant where bricks are crushed	254 0	3 0	257 0
					Hand Vibrator Attendant	254 0	3 0	257 0
					<i>Group No. 3.</i>			
					Tile or ridge maker and the taker off of same	251 0	3 0	254 0
					Other mixer of cement or concrete ..	251 0	3 0	254 0
					Mould assembler	251 0	3 0	254 0
					Operator of cement sprayer	251 0	3 0	254 0
					Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	251 0	3 0	254 0
					Stripper	251 0	3 0	254 0
					Pipe tester (i.e., person operating a pump or pressure apparatus) ..	251 0	3 0	254 0
					Employee carrying away from any concrete or cinder-concrete block or brick-making machine	251 0	3 0	254 0
					Where the load carried per man is of a greater average weight than 70 lb. :—			
					(a) Lumper of cement or concrete articles (in and out of tanks) ..	251 0	3 0	254 0
					(b) Loader, unloader, or stacker (by hand) of cement or concrete articles	251 0	3	254 0
					Trucker or stacker of concrete or cinder-concrete blocks or bricks	251 0	3	254 0
					Person fabricating or preparing re-forcements for portable concrete products	251 0	3 0	254 0
					<i>Group No. 4.</i>			
					All others	246 0	3 0	249 0

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 249s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers
Four improvers to five or six workers
Five improvers to seven workers
Six improvers to eight workers, and thereafter one improver to every two workers ..

Receiving not less than 249s. per week of 40 hours.

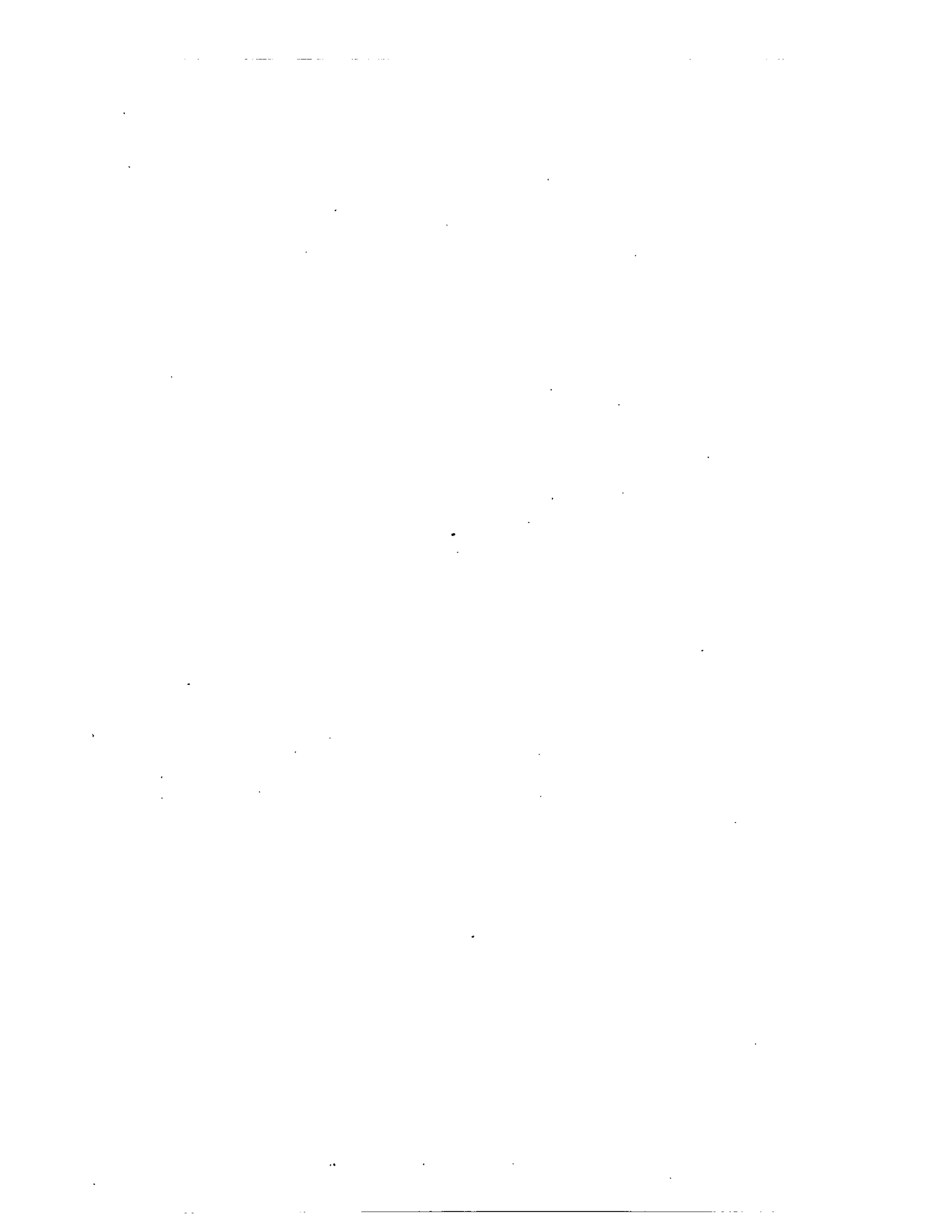
All Other Sections.

One improver to every three or fraction of three workers receiving not less than 249s. per week of 40 hours.

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

NOTE.—"Renderer" means a skilled employee facing concrete articles with float and trowel. Clauses, other than clause 2, of the said Determination shall remain in force.

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No. 56]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

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

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.			Other Employees.			
	Percentage of Basic Wage.	s. d.	Wages.			
			Within the Metropolitan District.		All Other Parts of Victoria.	
			Per Hour.	Per Week.	Per Hour.	Per Week.
1st year	27	62 0				
2nd year	31	71 0				
3rd year	36	82 6				
4th year	43	98 6				
5th year	53	121 6				
			(a) In or about a cemetery—			
			Grave diggers			
			All others			
			THROUGHOUT THE STATE.			
			Per Hour.		Per Week.	
			s. d.		s. d.	
			* Operator in charge ..		274 0	
			Other operator ..		260 6	
			All others		251 0	

PROPORTION (WITHIN ANY PLACE).

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

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

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

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No. 57]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CHAFF-CUTTERS BOARD.

Clauses 2, 3, and 19 of the Determination published in *Government Gazette* No. 21 of the 18th January, 1952, shall be replaced by the following clauses:—

2.

Apprentices or Improvers.				Other Employees.			
Wages per week of 40 hours.				Wages per week of 40 hours.			
<i>Apprentices.</i>				CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
		Percentage of Basic Wage.	s. d.	s. d.			
1st year		59	135 0	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	256	0	
2nd "		64	146 6	Drivers of Motor trucks—			
3rd "		76	174 0	(a) having a carrying capacity of 25 cwt. or less ..	251	6	
4th "		84	192 6	(b) having a carrying capacity over 25 cwt. but not over 3 tons ..	257	6	
5th "		96	220 0	(c) over 3 tons but under 6 tons ..	260	0	
<i>Improvers.</i>				Further tonnage—for each complete ton over 5, an extra 1/- per week.			
Under 17 years of age		59	135 0	Carter driving one horse	248	0	
17 years of age		64	146 6	" " two horses	254	0	
18 "		76	174 0	" " three horses	256	6	
19 "		84	192 6	And 2s. 6d. extra per week for every additional horse.			
and thereafter the rate for "Other Employees".				Chaff-cutter feeders—			
PROPORTION (IN ANY PLACE).				(a) in stationary mills			
<i>Apprentices.</i>				(b) on travelling plants			
One apprentice to every three or fraction of three workers receiving not less than 24s. per week of 40 hours.				Stablemen			
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				All others—			
<i>Improvers.</i>				(a) in stationary mills			
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 26s. per week of 40 hours.				(b) on travelling plants			
				CORN-CLEANING OR CORN-GRADING.			
				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)			
				256 0			
				All others			
				251 0			

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following :—

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

PIECE-WORK.

19. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON.
	s. d.	s. d.	s. d.	s. d.	s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	6 0	5 4½	4 9½	4 7½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	7 1½	6 2½	5 8½	5 2½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	6 4½	5 8½	..	..	5 8½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	7 1½	6 2½	..	..	5 8½

- (b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press s. d. 4 11 per ton.
- Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 5 4½ per ton.
- (ii) Where more than four persons are employed .. 4 11 per ton.

Clauses, other than clauses 2, 3, and 19, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination, published in *Government Gazette* No. 23 of the 18th January, 1952, shall be replaced by the following clauses:—

PART I.

2. (a)

Improvers.			Other Employees.	
WAGES PER WEEK.			WAGES PER WEEK.	
	Percentage of Basic Wage.	s. d.		s. d.
Under 17 years of age	67	153 6	Persons trimming or spreading coal that is heated or on fire	342 0
17 years of age	79	181 0	Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines	286 0
18 " "	91	208 6	Persons employed trimming coal and/or feeding coal to and from coal loaders	276 0
19 " " or over—the appropriate rate prescribed under the heading "other employees".			Persons trimming coal from the "Grab"	283 4
			Other coal trimmers	276 0
			Coal baggers or loaders	276 0
			Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles	276 0
			Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks	298 0
			Persons loading by shovel or fork loose coal from the ground into railway trucks	309 0
			Coke stackers at wharf coal yards	285 2
			Coke yard employees	246 8
			Carters driving one horse	252 6
			Carters driving two horses	260 6
			Carters driving three horses	265 0
			Carters driving four horses	268 0
			Carters driving five horses	269 6
			And 6d. extra per day for every additional horse.	
			Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
			(a) 25 cwt. or less	260 6
			(b) Over 25 cwt., but not over 3 tons	266 6
			(c) Over 3 tons, but under 6 tons	271 0
			Further tonnage—for each complete ton over 5 an extra 1s. per week	
			All other coal yard employees	269 0

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

(b) GAS PRODUCER UNITS.—The following provisions shall apply to drivers of gas producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

PART II.

1. (a)

Improvers.			Other Employees.	
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.	
	Percentage of Basic Wage.	s. d.		s. d.
Under 17 years of age..	65	149 0	Wood cutters, using axe, power crosscut circular saw, or other method	256 8
17 years of age ..	77	176 6	Carters driving one horse	252 6
18 " " ..	87	199 0	Carters driving two horses	260 6
19 " " or over—the appropriate rate prescribed under the heading "other employees".			Carters driving three horses	265 0
			Carters driving four horses	268 0
			Carters driving five horses	269 6
			And 6d. extra per day for every additional horse.	
			Drivers of vehicle (including girlinger) having maker's capacity of—	
			(a) 25 cwt. or less	260 6
			(b) Over 25 cwt., but not over 3 tons	266 6
			(c) Over 3 tons, but under 6 tons	271 0
			Further tonnage—for each complete ton over 5 an extra 1s. per week.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant	271 8
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	261 8
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision	281 8
			(ii) With three or fewer persons under his supervision	277 8
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	271 8

- (b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units:—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
 - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
 - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

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



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No. 59]

THURSDAY, FEBRUARY 19.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
16th day of February, 1953.

RAY. H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

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

2.

APPRENTICES OR IMPROVERS.					JUVENILE WORKERS.									
Wages per Week.					Wages per Week.									
Shift Workers.					Males.									
All Others.					Females.									
Percentage of Basic Wage.		s. d.		Percentage of Basic Wage.		s. d.		Percentage of Female Basic Wage.		s. d.				
Under 16 years	59	135	0	Under 16 years	..	49	112	0	64	110	0
16-17 years	69	158	0	16-17 years	..	56	128	0	70	120	0
17-18 years	78	178	6	17-18 years	..	69	158	0	78	134	0
18-19 years	..	100 plus	232 6	89	204	0	18-19 years	..	76	174	0	93	159	6
		3s. 6d.					19-20 years	..	89	204	0	100	171	6
19-20 years	..	100 plus	244 0	99	226	6	20-21 years	..	100 plus	231 0	100 plus	183	6	
		15s.						2s.		12s.				
20-21 years	..	100 plus	252 6	100 plus	236	6								
		23s. 6d.		7s. 6d.										

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 262s. per week.

One improver to every eight or fraction of eight workers receiving not less than 262s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 201s. 9d. per week

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

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

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	<i>s. d.</i>	<i>s. d.</i>
Milk or cream grader or tester	291 0	280 0
Majonnier operator	291 0	280 0
Neutralizer	288 0	277 0
Foreman of shift or department	288 0	277 0
Operator of any of the following machines :—		
Milk drier (roller system)	281 0	270 0
Milk drier (spray system)	282 0	271 0
Assistant to milk drier (spray system)	281 0	270 0
Sugar boiler	276 0	265 0
Vacuum pan—condensery	283 0	272 0
Vacuum pan-dried milk	282 0	271 0
Vacuum pan-milk sugar	282 0	271 0
Evaporator	281 0	270 0
Homogenizer or visiolizer	279 6	268 6
Cream retort	277 0	266 0
Powder sifter	275 0	264 0
Tubular heater or ejector	276 0	265 0
Separator	277 0	266 0
Separator operator when weighing off cream and/or skim milk for the purpose of standardization	278 0	267 0
Cream weigher for standardization	277 0	266 0
Pasteurizer	277 0	266 0
Weighing machine (milk receiving)	281 0	270 0
Wire-hoopers, storeman, stackers or packers	275 0	264 0
Washers of vacuum pan, vacuum holding vats, or evaporator	276 0	265 0
Male adult washing or sterilizing cans or bottles	275 0	264 0
Operator of a fork lift truck	276 0	265 0
All other male adults	273 0	262 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	201 9
Females operating dried milk automatic filler .. .. .	..	201 9
All other females .. .. .	..	201 9

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

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

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

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

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

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

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

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

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

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

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

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

