



# VICTORIA GOVERNMENT GAZETTE.

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No. 400]

WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this

12th day of May, 1953.

RAY H. BEERS,

Secretary for Labour.

### NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 522 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
	s. d.
Stamper who puts in die and makes force .. .. .	279 6
Repairer .. .. .	279 6
Maker-up .. .. .	279 6
Spinner, 1st class .. .. .	273 0
Spinner (other) .. .. .	258 0
Die setter .. .. .	258 0
Drop hammer stamper (other than one who puts in die and makes force) .. .. .	256 0
Press operator (heavy) .. .. .	254 0
Press operator (light) .. .. .	254 0
Pickler .. .. .	254 0
Hand blanker .. .. .	254 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	241 0
All others .. .. .	235 0

#### Leading Hands.

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

APPRENTICESHIP.

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

*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.

*Proportion.*

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

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for “all others”.

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

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

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

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

*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 15 and 16 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	
		s. d.	£ s. d.
<i>I.—Adult Females.</i>			
Under one month's experience .. .. .	75	..	8 14 0
All others .. .. .	75	16 0	9 10 0
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.			
<i>II.—Junior Females.</i>			
		<i>Additional Amount.</i>	
17 years of age and under .. .. .	52	3 6	4 14 0
18 years of age .. .. .	62	4 0	5 12 0
19 years of age .. .. .	72	4 6	6 10 0
20 years of age .. .. .	82	5 0	7 7 6
<i>III.—Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 17 6
16 years of age .. .. .	34	3 0	4 2 0
17 years of age .. .. .	46	4 0	5 10 6
18 years of age .. .. .	58	5 0	6 19 6
19 years of age .. .. .	73	6 0	8 15 6
20 years of age .. .. .	88	7 0	10 11 0

\* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

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

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

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles; or  
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—  
die setting on power presses.

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





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Factories and Shops Acts.

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 398 of the 19th April, 1951, shall be replaced by the following clauses:—

#### 2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	72 6	61 0	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	95 9	72 6	
17 years of age ..	119 0	84 3	
18 years of age ..	153 9	107 6	
19 years of age ..	177 0	119 0	
20 years of age ..	200 3	130 6	
And thereafter the minimum wage.			

#### Proportion.

##### MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 245s. per week of 40 hours.

**MALE IMPROVERS.**

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 245s. per week of 40 hours.

**FEMALE APPRENTICES.**

*Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 179s. per week of 40 hours.

*All Other Sections.*

One female apprentice to each adult female worker receiving not less than 179s. per week of 40 hours.

**FEMALE IMPROVERS.**

*Fancy Goods Section.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 179s. per week of 40 hours.

*All Other Sections.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 179s. per week of 40 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3.

**ADULT MALES (OTHER THAN CABLE MAKING).**

	Wages per Week of 40 Hours.		
	£	s.	d.
1. Employee engaged on any operation other than those set out hereunder	12	5	0
2. Sifter and/or drier of compounding ingredients	12	7	0
3. Operator in charge of drying machine	12	9	0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c.	12	12	0
5. Storeman and packer as defined herein not working in raw materials store	12	9	0
5A. Storeman and packer as defined herein working in raw materials store	12	11	0
6. Wrapper of goods made by wrapped process	12	7	0
7. Operator in charge of lead-covered hose stripping machine	12	9	0
8. Operator in charge of hose-making machine (wrapped process)	12	11	0
9. Helper on hose-making machine (wrapped process)	12	9	0
10. Lead-covering machine helper	12	9	0
11. Operator in charge of lead-covering machine (hose)	12	15	6
11A. Maker of vacuum-cleaner hose	12	11	0
12. Maker of wrapped hose by hand-made process	12	18	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	12	9	0
14. Operator on washing mill and/or grinding waste	12	9	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	12	11	0
16. Operator on cracker mill	12	9	0
17. Operator on mixing mill	12	18	0
18. Reclaimer or employee engaged on acid tank	12	9	0
19. Employee on digester machine	12	11	0
20. Spreader in charge of machine (not otherwise classified)	12	12	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	12	18	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	12	8	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	12	9	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	12	9	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	12	11	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	12	13	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	12	15	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	12	15	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	12	18	0
27. Inspector and/or examiner and/or tyre tester	12	11	0
28. Tester with water	12	5	0
28A. Operator employed on hand-skiving machine used in tyre construction	12	7	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	12	7	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	12	11	0
30. Operator in charge of cotton creels	12	11	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	12	9	0
32. Maker of packing	12	11	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	12	11	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	12	9	0
Second and third year	12	15	6
Thereafter	13	0	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12	13	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12	9	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12	11	0
37A. Operator lasting up leather shoes	12	7	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12	11	0

ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) .. .. .	£ s d. 12 15 6
40. Operator on lathe engaged fashioning biased bowls .. .. .	12 15 6
41. Operator dipping balloons and/or other dipped goods .. .. .	12 11 0
42. Operator of rubber-thread cutting lathe .. .. .	12 13 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	12 11 0
44. Helper on self-contained mould and/or curing pan and/or dry heater .. .. .	12 5 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12 15 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12 13 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12 18 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres .. .. .	12 15 6
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of moto. and/or motor cycle tyres and/or air bags .. .. .	12 15 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres .. .. .	12 15 6
51. Operator engaged in making and/or moulding solid motor tyres .. .. .	12 9 0
51A. Operator racking green motor tyres .. .. .	12 7 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags .. .. .	12 11 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	12 13 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting .. .. .	12 15 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting .. .. .	12 12 0
56. Operator engaged on belt-making machine .. .. .	12 9 0
57. Operator laying mats, tiles, or rubber flooring .. .. .	12 18 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags .. .. .	12 18 0
59. Repairer of blomishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes .. .. .	12 11 0
60. Operator re-treading new tyres .. .. .	12 9 0
61. Maker of air bags with extruded material .. .. .	12 11 0
62. Maker of air bags (not otherwise classified) .. .. .	12 18 0
62A. Operator buffing air bags .. .. .	12 8 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres .. .. .	12 7 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine) .. .. .	12 13 0
64. Operator in charge of forcing machine straining rubber .. .. .	12 9 0
65. Operator in charge of textile cutting machine .. .. .	12 11 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand .. .. .	12 9 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article .. .. .	13 0 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts .. .. .	12 11 0
69. First assistant on calender 48 inches and over .. .. .	12 15 6
70. First assistant on calender under 48 inches .. .. .	12 9 0
71. Operator in charge of calender 72 inches and under .. .. .	13 7 0
72. Operator in charge of calender over 72 inches .. .. .	13 12 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	12 16 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work :—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand .. .. .	12 11 0
75. Storeman in charge of moulds .. .. .	12 7 0
76. Operator engaged in mould burning .. .. .	12 7 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet .. .. .	12 9 0
(b) other .. .. .	12 11 0
78. Operator joining and/or repairing fabric liners .. .. .	12 7 0
79. Operator cutting raw rubber by machine or press .. .. .	12 7 0
80. Operator of trans-stacker or swifter-lifter or other similar machines .. .. .	12 11 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder .. .. .	12 5 0
82. Operator on mixing mill .. .. .	12 18 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill .. .. .	12 11 0
84. Heaterman in charge of curing pan and/or dry heater .. .. .	12 11 0
85. Operator in charge of forcing machine .. .. .	12 13 0
86. First assistant on calender 48 inches and over .. .. .	12 15 6
87. First assistant on calender under 48 inches .. .. .	12 9 0
88. Operator in charge of calender 72 inches and under .. .. .	13 7 0
89. Operator in charge of calender over 72 inches .. .. .	13 12 0
90. Fine wire-drawing machine operator .. .. .	12 11 0
91. Medium wire-drawing machine operator .. .. .	12 11 0
92. Wire-drawing (tandem) machine operator .. .. .	12 11 0
93. Annealing furnace operator .. .. .	12 11 0
94. Pickling plant operator .. .. .	12 9 0
95. Wire-winding machine operator .. .. .	12 9 0
96. Fine wire-tinning machine operator .. .. .	12 9 0
97. Medium wire-tinning machine operator .. .. .	12 11 0
98. Assisting tinning-machine operator .. .. .	12 9 0
99. Bunching machine operator .. .. .	12 9 0
100. Stranding and/or armouring machine operator .. .. .	12 11 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	12 9 0
102. Lapping machine operator .. .. .	12 11 0
103. Longitudinal machine operator .. .. .	12 11 0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.		
	£	s.	d.
104. Longitudinal machine assistant .. .. .	12	9	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator .. .. .	12	9	0
106. Laying up machine operator .. .. .	12	11	0
107. Laying up machine assistant .. .. .	12	9	0
108. Repairer of cables .. .. .	12	11	0
109. Spark testing machine operator .. .. .	12	11	0
110. Tank test attendant .. .. .	12	9	0
111. Operator employed jointing cables .. .. .	12	11	0
112. Operator on waxing and/or compounding and/or impregnating machine .. .. .	12	11	0
113. Helper on waxing and/or compounding and/or impregnating machine .. .. .	12	9	0
114. Lacquering machine operator .. .. .	12	11	0
115. Lacquering machine helper .. .. .	12	9	0
116. Lead press operator for cables .. .. .	12	15	6
117. Lead press assistant for cables .. .. .	12	9	0
118. Lead stripping machine operator for cables .. .. .	12	9	0
119. Marking machine operator .. .. .	12	11	0
120. Rubber slitting machine operator .. .. .	12	11	0
121. Rubber slitting machine helper .. .. .	12	9	0
122. Taping and/or de-taping machine operator .. .. .	12	9	0
123. Inspector and/or examiner of cables .. .. .	12	11	0

ADULT FEMALES.

	Wages per Week of 40 Hours.		
	£	s.	d.
All adult females .. .. .	8	19	0

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





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Factories and Shops Acts.

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FACTORIES AND SHOPS ACT 1934 (No. 4275).**

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

TINSMITHS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 529 of the 26th June, 1952, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Sheet Metal Section.			
Sheet metal worker (1st class) .. .. .	14 4 0	14 10 6	14 1 0
Sheet metal worker (2nd class) .. .. .	13 9 0	13 15 6	13 6 0
Spinner (1st class) .. .. .	13 13 0	13 19 6	13 10 0
Spinner other .. .. .	12 18 0	13 4 6	12 15 0
Die setter .. .. .	12 18 0	13 4 6	12 15 0
Die setter—press operator working from blue prints or plans .. .. .	13 9 0	13 15 6	13 6 0
Press operator (heavy) .. .. .	12 16 0	13 2 6	12 13 0
Press operator (light) .. .. .	12 14 0	13 0 6	12 11 0
Solderer and dipper .. .. .	12 16 0	13 2 6	12 13 0
Drop hammer stamper .. .. .	12 16 0	13 2 6	12 13 0
Guillotine operator (as defined) .. .. .	13 9 0	13 15 6	13 6 0
Guillotine operator (other) .. .. .	12 14 0	13 0 6	12 11 0
Guttering machinist .. .. .	12 14 0	13 0 6	12 11 0
Power machinist (not otherwise specified) .. .. .	12 14 0	13 0 6	12 11 0
Spray painter (on both prime and finishing coats) .. .. .	13 2 0	13 8 6	12 19 0
Spray painter (on one coat work) .. .. .	12 18 0	13 4 6	12 15 0
(b) Welding Division.			
Welder—			
1st class .. .. .	14 4 0	14 10 6	14 1 0
2nd class .. .. .	13 0 0	13 6 6	12 17 0
3rd class .. .. .	12 16 0	13 2 6	12 13 0
Tack welder .. .. .	12 18 0	13 4 6	12 15 0
Welder—special class (as defined) .. .. .	14 8 6	14 15 0	14 5 6

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand ..	12 18 0	13 4 6	12 15 0
Canister-maker by hand and riveter by hand .. .. .	12 18 0	13 4 6	12 15 0
Solderer and dipper .. .. .	12 14 0	13 0 6	12 11 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over ..	12 18 0	13 4 6	12 15 0
Operator of power capping machines or metal pots on automatic machines ..	12 16 0	13 2 6	12 13 0
Operator of other power presses and other power machines ..	12 14 0	13 0 6	12 11 0
Cap solderer (not otherwise classified) .. .. .	12 14. 0	13 0 6	12 11 0
<i>(d) Galvanizing.</i>			
Galvanizer .. .. .	13 5 0	13 11 6	13 2 0
Tinner and grease tinner .. .. .	13 5 0	13 11 6	13 2 0
Assistant working over metal pot .. .. .	12 16 0	13 2 6	12 13 0
Pickler .. .. .	12 15 0	13 1 6	12 12 0
All others in this Division .. .. .	12 11 0	12 17 6	12 8 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker .. .. .	13 9 0	13 15 6	13 6 0
Spray operator .. .. .	12 18 0	13 4 6	12 15 0
Grainer, liner, and filliter .. .. .	12 14 0	13 0 6	12 11 0
Painter and lacquerer .. .. .	12 14 0	13 0 6	12 11 0
Dipper .. .. .	12 14 0	13 0 6	12 11 0
<i>(f) Porcelain Enamelling.</i>			
Fuser .. .. .	13 4 0	13 10 6	13 1 0
Fuser on medallions, badges, or buckles .. .. .	12 14 0	13 0 6	12 11 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .	12 15 0	13 1 6	12 12 0
Inspector (other) .. .. .	12 12 0	12 18 6	12 9 0
Mill hand and mixer .. .. .	12 15 0	13 1 6	12 12 0
Packer and despatcher .. .. .	12 19 6	13 6 0	12 16 6
Pickler .. .. .	12 15 0	13 1 6	12 12 0
Racksman .. .. .	12 10 0	12 16 6	12 7 0
Sand and shot blaster .. .. .	13 8 0	13 14 6	13 5 0
Sprayer .. .. .	12 16 0	13 2 6	12 13 0
Swiller, gripper, and brusher .. .. .	12 14 0	13 0 6	12 11 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified in any Division .. .. .	11 15 0	12 1 6	11 12 0
<i>(g) General.</i>			
Process worker .. .. .	12 14 0	13 0 6	12 11 0
Tool and/or material storeman (as defined) .. .. .	12 17 0	13 3 6	12 14 0
Storeman and/or packer .. .. .	12 19 6	13 6 0	12 16 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.

*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 per week.

APPRENTICESHIP.

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

*Apprenticeship Trades.*

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

- Sheet-metal worker—1st class.
- 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 Indenture.*

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

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

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

*Instruction in Welding.*

(e) The training of apprentices to sheet-metal 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) 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—

Welder—special class;

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.

*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 wages 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.

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.

(j) WAGES PER WEEK OF 40 HOURS.

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

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

*Hours.*

(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.*

(c) 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 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be 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.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	8 14 0	8 19 0	8 11 6
All others .. .. .	75	16 0	9 10 0	9 15 0	9 7 6
When employed in a classification for which the corresponding margin in clause 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>					
			Additional Amount.		
17 years of age and under .. .. .	52	3 6	4 14 0	4 16 6	4 12 6
18 years of age .. .. .	62	4 0	5 12 0	5 15 0	5 10 6
19 years of age .. .. .	72	4 6	6 10 0	6 13 6	6 8 0
20 years of age .. .. .	82	5 0	7 7 6	7 12 0	7 5 6
<i>III.—Male Junior Labour.</i>					
Under 16 years of age .. .. .	24	2 0	2 17 6	2 19 0	2 17 0
16 years of age .. .. .	34	3 0	4 2 0	4 4 0	4 1 0
17 years of age .. .. .	46	4 0	5 10 6	5 13 6	5 9 6
18 years of age .. .. .	58	5 0	6 19 6	7 3 6	6 18 0
19 years of age .. .. .	73	6 0	8 15 6	9 0 0	8 13 0
20 years of age .. .. .	88	7 0	10 11 0	10 17 0	10 8 6

\* 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.

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.*

- (b) Junior employees shall not be employed:—  
 (i) If under the age of 16 years—  
 using electric arc or oxy-acetylene blow pipe; or  
 (ii) If under 18 years of age—  
 die setting on power presses, 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. 403]

WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May 1953.

RAY H. BEERS,  
Secretary for Labour.

### VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 721 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
Brass finisher, tradesman .. .. .	284 0	290 6	281 0
Carpenter on maintenance work .. .. .	284 0	290 6	281 0
Coremaker, jobbing .. .. .	284 0	290 6	281 0
Die maker (see "toolmaker") .. .. .			
Die setter .. .. .	278 6	285 0	275 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .. .	288 6	295 0	285 6
Electrical fitters .. .. .	284 0	290 6	281 0
Electrical mechanic .. .. .	284 0	290 6	281 0
Fitter and/or turner, tradesman .. .. .	284 0	290 6	281 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) .. .. .	255 0	261 6	252 0
Jigmaker, in wood or metal .. .. .	284 0	290 6	281 0
Machinist (metal), first class .. .. .	284 0	290 6	281 0
Machinist (metal), second class .. .. .	269 0	275 6	266 0
Machinist (metal), third class .. .. .	260 0	266 6	257 0
Machinist (wood) (see "wood machinist") .. .. .			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off") .. .. .			
Panel worker, tradesman .. .. .	284 0	290 6	281 0
Pattern maker .. .. .	297 0	303 6	294 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	288 6	295 0	285 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) .. .. . (b) On low pressure work .. .. .	284 0 269 0	290 6 275 6	281 0 266 0
Saw doctor .. .. .	288 6	295 0	285 6
Smith, tradesman .. .. .	285 6	292 0	282 6
Template maker .. .. .	290 0	296 6	287 0
Tool maker, tool hardener, and die maker (in wood or metal)	297 0	303 6	294 0
Tradesman, the greater part of whose time is occupied marking off .. .. .	288 6	295 0	285 6
Trimmer, tradesman (on development work) .. .. .	283 0	289 6	280 0
Turner (see "Fitter and/or turner").	287 6	294 0	284 6
Welder, first class .. .. .	271 0	277 6	268 0
Welder, second class .. .. .	260 0	266 6	257 0
Welder, third class .. .. .	255 6	262 0	252 6
Welder, fourth class .. .. .	278 6	285 0	275 6
Wood machinist, first class .. .. .	278 6	285 0	275 6
<i>Production.</i>			
Acid washer .. .. .	265 0	271 6	262 0
Air hammer operator .. .. .	271 0	277 6	268 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	257 0	263 6	254 0
Assembler (aero engine) .. .. .	284 0	290 6	281 0
Assembler and/or wirer, chassis .. .. .	264 0	270 6	261 0
Assembler, cushion and squab spring .. .. .	261 0	267 6	258 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	271 0	277 6	268 0
Assembler of bodies or parts of bodies "on the line"	278 6	285 0	275 6
Assembler of chassis parts independently of main assembly	264 0	270 6	261 0
Assembler, windscreen frame .. .. .	261 0	267 6	258 0
Axle maker .. .. .	284 0	290 6	281 0
Axle turner .. .. .	284 0	290 6	281 0
Band and/or jig sawyer, trim .. .. .	271 0	277 6	268 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	274 0	280 6	271 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. .. .	280 0	286 6	257 0
Body maker, first class .. .. .	284 0	290 6	281 0
Body maker, second class .. .. .	278 6	285 0	275 6
Body moulder .. .. .	264 0	270 6	261 0
Bow socket enameller (see "enameller")	269 6	276 0	266 6
Bulldozer operator— (a) Setting up machine .. .. . (b) Not setting up machine .. .. .	260 0 260 0	266 6 266 6	257 0 257 0
Chassis assembler (see "Assembler").	272 0	278 6	269 0
Checker (chassis assembly and/or vehicle pre-delivery) ..	263 0	269 6	260 0
Cold setter .. .. .	263 0	269 6	260 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").	278 6	285 0	275 6
Cushion maker (see "Squab and cushion maker").	278 6	285 0	275 6
Cushion spring maker (by hand) .. .. .	278 6	285 0	275 6
Cutter, electric machine (trim) (see "Electric machine cutter").	278 6	285 0	275 6
Dent knocker (see "Panel worker and/or dent knocker").	278 6	285 0	275 6
Die setter, press .. .. .	254 0	260 6	251 0
Dipper and hangar (paint) .. .. .	260 0	266 6	257 0
Dipper, solder or tin .. .. .	256 0	262 6	253 0
Drier .. .. .	258 0	264 6	255 0
Driller (Panel) .. .. .	260 0	266 6	257 0
Driller (Other) .. .. .	260 0	266 6	257 0
Drop hammer smith— (a) When dies are not used .. .. . (b) When dies are used .. .. .	285 6 260 0	292 0 266 6	282 6 257 0

	DAY SHFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>MALES—continued.</b>			
<i>Production—continued.</i>			
Drop hammer stamper .. .. .	255 6	262 0	252 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim) .. .. .	271 0	277 6	268 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class .. .. .	284 0	290 6	281 0
Electroplater, second class .. .. .	269 0	275 6	266 0
Electroplater, third class .. .. .	263 0	259 6	250 0
Enameller, bow socket .. .. .	257 6	264 0	254 6
Enameller in colours and/or varnisher (finishing coat brush)	278 6	285 0	275 6
Folding machine operator .. .. .	261 0	267 6	258 0
Frame operative (cushion and squabs) .. .. .	261 0	267 6	258 0
Furnace brazer .. .. .	269 6	276 0	266 6
Furnaceman .. .. .	260 0	266 6	257 0
Garnish mould bender and/or shaper (see "Bender and/or shaper") .. .. .			
Garnish mould finisher .. .. .	271 0	277 0	268 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal) .. .. .	260 0	266 6	257 0
Grinder and/or buffer (metal) using portable machine .. .. .	265 0	271 6	262 0
Guillotine machinist .. .. .	261 0	267 6	258 0
Hammer driver, steam, pneumatic or other power .. .. .	255 6	262 0	252 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department) .. .. .	250 0	256 6	247 0
Labourer assisting without using tools (chassis assembly) .. .. .	250 0	256 6	247 0
Liner .. .. .	278 6	285 0	275 6
Machinist (metal), first class .. .. .	284 0	290 6	281 0
Machinist (metal), second class .. .. .	269 0	275 6	266 0
Machinist (metal), third class .. .. .	260 0	266 6	257 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal) .. .. .	269 6	276 0	266 6
Marker-out or scriber (using patterns or templates) .. .. .	269 0	265 6	256 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder .. .. .	262 0	268 6	259 0
Painter, coach (brush) .. .. .	278 6	285 0	275 6
Painter, spray (on coats other than priming) .. .. .	278 6	285 0	275 6
Painter, spray and/or brush (on prime coats) .. .. .	265 0	271 6	262 0
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	257 6	264 0	254 6
Painter's labourer .. .. .	252 0	258 6	249 0
Panel beater, first class .. .. .	284 0	290 6	281 0
Panel beater, second class .. .. .	278 6	285 0	275 6
Panel edge turner .. .. .	269 0	275 6	266 0
Panel fixer, metal .. .. .	261 0	267 6	258 0
Panel machinist (other) .. .. .	260 0	266 6	257 0
Panel worker, dent knocker and/or metal finisher .. .. .	278 6	285 0	275 6
Paster (trim) .. .. .	262 0	268 6	259 0
Petrol tank operative .. .. .	262 0	268 6	259 0
Pickler .. .. .	260 0	266 6	257 0
Plate glass beveller .. .. .	274 0	280 6	271 0
Plate glass cutter .. .. .	274 0	280 6	271 0
Plate glass driller .. .. .	274 0	280 6	271 0
Plate glass grinder .. .. .	257 6	264 0	254 6
Plate stuffer .. .. .	260 0	266 6	257 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs .. .. .	269 0	275 6	266 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure) .. .. .	270 0	276 6	267 0
Press operator's assistant directly assisting at press (over 400 tons pressure) .. .. .	254 0	260 6	251 0
Press operator (light) .. .. .	259 0	265 6	256 0
Process worker .. .. .	254 0	260 6	251 0
Riveter on motor truck or wagon body .. .. .	278 6	285 0	275 6
Riveter, chassis .. .. .	264 0	270 6	261 0
Riveter, other (up to and including 3/4-in. rivet) .. .. .	261 0	267 6	258 0
Rotary buff operator—			
(a) While doing dent knocking .. .. .	278 6	285 0	275 6
(b) While not doing dent knocking on the line .. .. .	271 0	277 6	268 0
Rotary shearing machinist .. .. .	269 0	275 6	266 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork) .. .. .	256 0	262 6	253 0
Screwdriver and/or tapper .. .. .	255 6	262 0	252 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	DAY SHIFTS.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	260 0	266 6	257 0
Smith tradesmen .. .. .	285 6	292 0	282 6
Solderer, "on the line" .. .. .	278 6	285 0	275 6
Solderer not "on the line" .. .. .	271 0	277 6	268 0
Solderer (on other than body work) .. .. .	271 0	277 6	268 0
Spotter and/or touch-up .. .. .	278 6	285 0	275 6
Spray painter (see "Painter, spray")			
Spring fitter .. .. .	284 0	290 6	281 0
Spring maker, cushion and squab .. .. .	278 6	285 0	275 6
Spring maker, laminated .. .. .	284 0	290 6	281 0
Spring maker, spiral (by hand) .. .. .	269 6	276 0	266 6
Spring service worker .. .. .	260 0	266 6	257 0
Squab and/or cushion maker .. .. .	278 6	285 0	275 6
Stopper-up .. .. .	264 0	270 6	261 0
Stove attendant, electric .. .. .	261 0	267 6	258 0
Strap maker .. .. .	260 0	266 6	257 0
Stretching machine operator .. .. .	261 0	267 6	258 0
Striker .. .. .	255 0	261 6	252 0
Tapper (see "Screwdriver and/or tapper").			
Tester .. .. .	260 0	266 6	257 0
Timber kiln attendant .. .. .	252 0	258 6	249 0
Timber ordorman .. .. .	259 0	265 6	256 0
Timber stacker .. .. .	253 0	259 6	250 0
Touch-up (see "Spotter and/or touch-up").			
Transfer grainer .. .. .	263 0	269 6	260 0
Trimmer, sectional (on the line) .. .. .	274 0	280 6	271 0
Trimmer, sectional (off line) .. .. .	269 0	275 6	266 0
Trimmer, tradesman (including cutter by hand) .. .. .	278 6	285 0	275 6
Tube maker .. .. .	267 6	264 0	254 6
Tyre fitter .. .. .	257 6	264 0	254 6
Uni-shear operator .. .. .	260 0	266 6	257 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyoman .. .. .	263 0	269 6	260 0
Washer using phenyl, petrol, kerosene, &c. .. .. .	255 0	261 6	252 0
Welder, "A" grade .. .. .	287 6	294 0	284 6
Welder, "B" grade .. .. .	280 0	286 6	277 0
Welder, federal aluminium .. .. .	271 0	277 6	268 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) .. .. .	271 0	277 6	268 0
Welder, electric spot and butt .. .. .	261 0	267 6	258 0
Wet rubber and/or polisher (paint) .. .. .	265 0	271 6	262 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class .. .. .	278 6	285 0	275 6
Wood machinist, second class .. .. .	269 0	275 6	266 0
Writer .. .. .	284 0	290 6	281 0
<i>Horse-drawn Vehicles.</i>			
Axle maker .. .. .	278 6	285 0	275 6
Axle turner .. .. .	278 6	285 0	275 6
Grainer .. .. .	278 6	285 0	275 6
Nave mortise and boring machinist .. .. .	259 0	265 6	256 0
Nave turner .. .. .	272 0	278 6	269 0
Signwriter .. .. .	278 6	285 0	275 6
Spoke lather .. .. .	272 0	278 6	269 0
Spoke planer .. .. .	272 0	278 6	269 0
Spoke tenoner .. .. .	272 0	278 6	269 0
Spoke throater .. .. .	272 0	278 6	269 0
Timber bender .. .. .	272 0	278 6	269 0
Wheelwright and wheel maker .. .. .	278 6	285 0	275 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker .. .. .	284 0	290 6	281 0
Pitman .. .. .	269 6	276 0	266 6
Wheel grinder .. .. .	269 6	276 0	266 6
Wheel turner .. .. .	284 0	290 6	281 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation .. .. .	264 0	270 6	261 0
Driver of chassis and/or new vehicle .. .. .	258 0	264 6	255 0
Case maker .. .. .	257 6	264 0	254 6
Case repairer .. .. .	254 0	260 6	251 0

The rates in clause 2 include war loadings.



## FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work:—

Working or attending the following machines:—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be:—

	Per Week of 40 Hours.
	£ s. d.
Under one month's experience .. .. .	8 14 0
All others .. .. .	9 10 0
(b) The rates payable to female under the age of 21 years shall be:—	
For the first six months .. .. .	5 3 0
For the second six months .. .. .	6 0 6
Thereafter until 21 years of age .. .. .	6 18 0

## APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—

- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
- (ii) Trimmer (Production).
- (iii) Axle maker.
- (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations:—

- (i) Electrical fitter.
- (ii) Electrical mechanic.
- (iii) Electro-plater, first class.
- (iv) Fitter and/or turner.
- (v) Metal machinist, first class.
- (vi) Pattern maker.
- (vii) Welder (first class only).
- (viii) Body maker, first class.
- (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
- (x) Tradesman panel worker and panel beater (first class).
- (xi) Trimmer, development and/or repair work.
- (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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.

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.

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

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

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

*Cancellation or Suspension of Indenture.*

(f) 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.*

(g) The training of apprentices to smithing, fitting, and turning or panel working 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.

The training of apprentices to body making or 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.

*Wages.**(h) (a) Apprentices—*

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 6 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Five-year terms—</b>			
First year .. .. .	65 6	67 6	65 0
Second year .. .. .	91 6	94 0	90 6
Third year .. .. .	122 0	125 6	120 6
Fourth year .. .. .	192 6	198 0	190 0
Fifth year .. .. .	238 0	244 6	235 0
<b>Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>			
First year .. .. .	75 0	77 0	74 0
Second year .. .. .	122 0	125 6	120 0
Third year .. .. .	192 6	198 0	190 0
Fourth year .. .. .	238 0	244 6	235 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at 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.

*Sick Leave, Public Holidays, and Annual Leave.*

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

*Hours.*

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

*Overtime and Shift Work.*

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that 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.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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.

(o) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

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

**MALE JUNIOR WORKERS.**

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age .. .. .	2 17 6	2 19 0	2 17 0
16 years of age .. .. .	4 2 0	4 4 0	4 1 0
17 years of age .. .. .	5 10 6	5 13 6	5 9 6
18 years of age .. .. .	6 19 6	7 3 6	6 18 0
19 years of age .. .. .	8 15 6	9 0 0	8 13 0
20 years of age .. .. .	10 11 0	10 17 0	10 8 6

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

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





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No. 404]

WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

**ENGRAVERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 514 of the 20th June, 1952, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
	Apprentices.			Improvers.
	Commencing Age.			
	Under 16 Years.	16 or 17 Years.	Over 17 Years.	
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
1st year's experience ..	60 6	79 0	100 0	69 6
2nd year's experience ..	90 6	111 6	139 0	104 6
3rd year's experience ..	120 6	151 0	190 0	132 0
4th year's experience ..	160 0	199 6	245 0	176 6
5th year's experience ..	199 6	245 0	..	211 0
6th year's experience ..	245 0	..	..	251 6

PROPORTION (IN ANY PLACE).

*Apprentices.*

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—  
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

*Improvers.*

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

## WAGES PER WEEK OF 40 HOURS—(continued).

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.					Other Employees.								
					<i>s.</i>	<i>d.</i>						<i>s.</i>	<i>d.</i>
Under 16 years of age .. .. .					60	6	Die Sinker, by hand and/or by machine .. .. .					297	0
16 years of age .. .. .					76	6	Badge Toolmaker .. .. .					275	0
17 years of age .. .. .					95	0	Steel Stamp Cutter .. .. .					285	0
18 years of age .. .. .					130	0	Engravers by hand .. .. .					280	0
19 years of age .. .. .					160	0	Engravers, copperplate .. .. .					280	0
20 years of age .. .. .					199	6	Pantagraph Operator (other than die sinking or steel stamp cutting) .. .. .					269	0
							Stencil Plate Cutter .. .. .					259	0
							Drop Hammer Stamper who sets dies and makes force .. .. .					256	0
							Press Operator .. .. .					254	0
							Other Employees with not less than three months' experience in the industry .. .. .					240	0
							All Others .. .. .					234	0

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









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WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 146 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

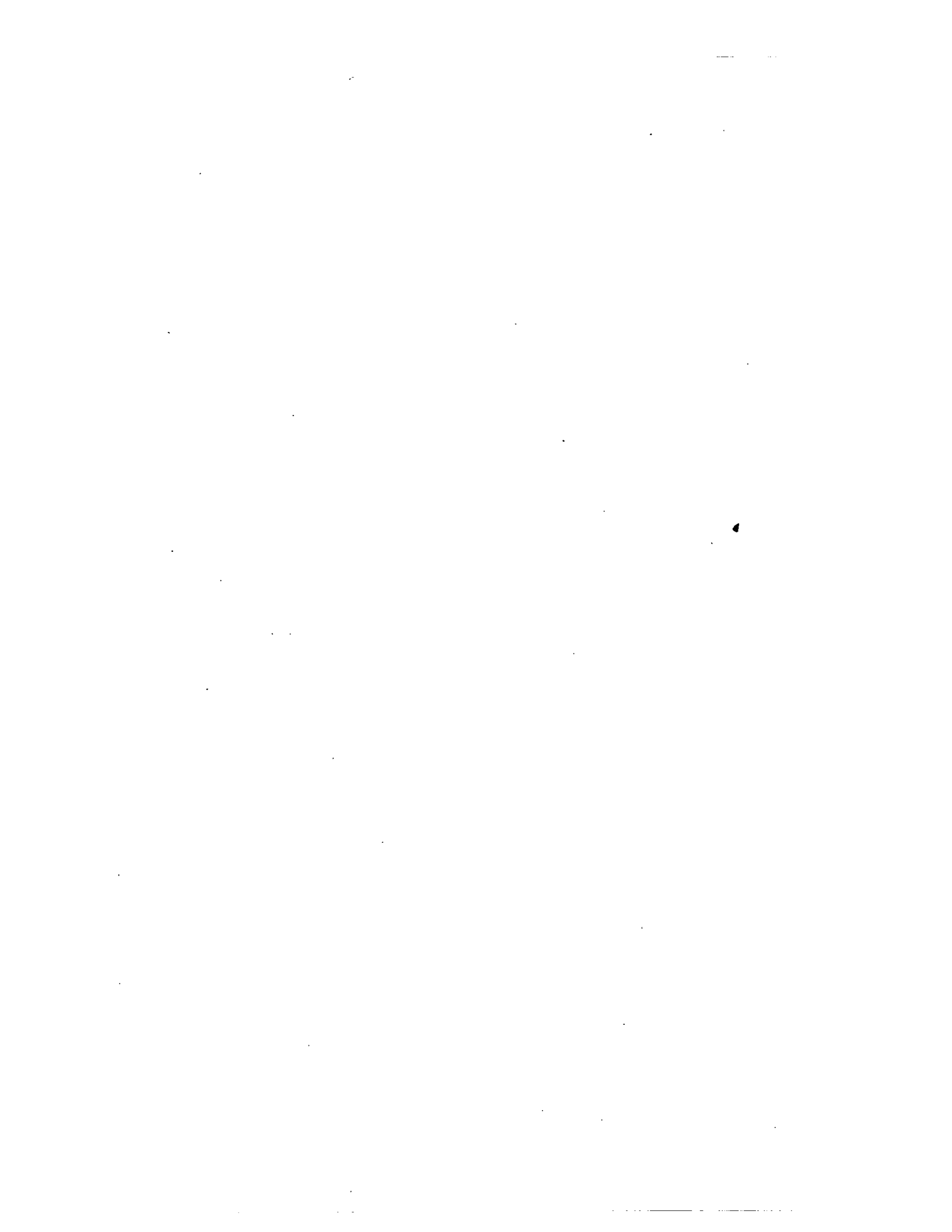
		(a) IMPROVERS.						(b) ADULTS.		
Males.		Females.								
s. d.		Experience.	Commencing Age.						s. d.	
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year's experience..	51 0								Females ..	174 0
2nd " " ..	72 0	1st year ..	43 6	52 0	55 6	68 0	83 6	97 6	Males—	
3rd " " ..	97 6	2nd " ..	64 6	71 6	78 6	97 6	108 0	..	Cutters ..	238 0
4th " " ..	132 0	3rd " ..	83 6	92 0	99 0	127 0	..	..	All others..	235 0
5th " " ..	169 6	4th " ..	106 0	115 0	127 0	..	..	..		
6th " " ..	195 0	5th " ..	127 0	127 0	..	..	..	..		
7th " " ..	209 0									

and thereafter the rate prescribed for adults.

PROPORTION.  
Two male improvers to each male person receiving not less than the rate prescribed for adults.  
Three female improvers to each female person receiving not less than the rate prescribed for adults.

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

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WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 145 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
		Percentage of Basic Wage.	s. d.	<i>Males.</i>			
							s. d.
Under 17 years of age	..	23	53 6	Oven hands	..	..	239 0
17 years of age	..	35	81 0	Machine attendants	..	..	239 0
18 years of age	..	47	109 0	All others of 3 months' or more experience	..	..	235 0
19 years of age	..	63	146 0	All others of less than 3 months' experience	..	..	233 0
20 years of age	..	77	178 6				
<i>Proportion (in any place).</i>				<i>Females.</i>			
One improver to every three adult employees.				All adults	..	..	174 0

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 unskilled that no person shall be taken as an apprentice.

Clauses, other than clause 2, of the said Determination for this Section as amended on 16th February, 1951, shall remain in force.

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





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WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 144 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	Amount.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
<i>Males.</i>			<i>s. d.</i>		
1st year's experience .. .. .	22	51 0			
2nd year's experience .. .. .	31	72 0			
3rd year's experience .. .. .	42	97 6			
4th year's experience .. .. .	57	132 0			
5th year's experience .. .. .	73	169 6			
6th year's experience .. .. .	84	195 0			
7th year's experience .. .. .	90	209 0			
and thereafter the minimum wage					
<i>Females.</i>			<i>s. d.</i>		
1st six months' experience .. .. .	23	40 0			
2nd six months' experience .. .. .	30	52 0			
3rd six months' experience .. .. .	34	59 0			
4th six months' experience .. .. .	41	71 6			
5th six months' experience .. .. .	45	73 6			
6th six months' experience .. .. .	52	90 6			
7th six months' experience .. .. .	57	99 0			
8th six months' experience .. .. .	65	113 0			
and thereafter the minimum wage.					

NOTE.—The rates prescribed for improvers shall apply only to such employes as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

#### PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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





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Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 143 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.								
Males.			Females.											
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—									
		<i>s. d.</i>			<i>s. d.</i>									
1st year ..	22	51 0	1st six months	23	40 0									
2nd ..	30	69 6	2nd ..	29	50 6									
3rd ..	41	95 0	3rd ..	34	59 0									
4th ..	56	130 0	4th ..	41	71 6									
5th ..	71	164 6	5th ..	45	78 6									
6th ..	82	190 0	6th ..	52	90 6									
7th ..	87	202 0	7th ..	57	99 0									
			8th ..	65	113 0									
						Males ..	..	..	..	235	0			
						Females ..	..	..	..	174	0			

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

#### PROPORTION (IN ANY PLACE).

##### Males.

One improver to each male worker receiving not less than the minimum wage.

##### Females.

Two improvers to each female person receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS  
Secretary for Labour.

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 142 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.	
Males.			Females.				
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		
1st year's experience ..	22	51 0	1st six months' experience ..	23	40 0		
2nd " " " ..	32	74 0	2nd " " " " ..	30	52 0		
3rd " " " " ..	42	97 6	3rd " " " " ..	34	59 0		
4th " " " " ..	57	132 0	4th " " " " ..	41	71 6		
5th " " " " ..	73	169 6	5th " " " " ..	45	78 6		
6th " " " " ..	84	195 0	6th " " " " ..	52	90 6		
7th " " " " ..	90	209 0	7th " " " " ..	57	99 0	Males	235 0
			8th " " " " ..	65	113 0	Females	174 0

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.  
Five female improvers to each female person receiving not less than the rate prescribed for adults.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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





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WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

GENERAL BOARD.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette*, No 141 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.		s. d.	
Under 16 years of age . . . . .	24	55 6	Foreman in charge . . . . .	261	0
16 years of age and under 17 years . . . . .	34	79 0	(i) All others of three months' or more experience . . . . .	246	0
17 years of age and under 18 years . . . . .	61	141 6	(ii) All others of less than three months' experience . . . . .	235	0
18 years of age and under 19 years . . . . .	77	178 6			
19 years of age and under 21 years . . . . .	92	213 6			
PROPORTION (in any place.)					
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.					

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 140 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.						(b) Other Employees.		
Males.			Females.					
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.	
1st year's experience	22	51 0	1st six months' experience	23	40 0	Grinding mill attendant .. .. .	239	0
2nd ..	31	72 0	2nd ..	30	52 0	Person engaged in testing and/or checking formulae .. .. .	245	0
3rd ..	42	97 6	3rd ..	34	59 0	Person in charge of mixing ingredients and making chalks from given formulae ..	240	0
4th ..	57	132 0	4th ..	41	71 6	Persons not provided for—		
5th ..	73	169 6	5th ..	45	78 6	Males .. .. .	235	0
6th ..	84	195 0	6th ..	52	90 6	Females .. .. .	174	6
7th ..	90	209 0	7th ..	57	99 0			
			8th ..	65	113 0			
and thereafter the minimum wage.								
<i>Proportion.</i>								
One male improver to each male person receiving not less than the minimum wage.								
Three female improvers to each female person receiving not less than the minimum wage.								

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY. H. BEERS,  
Secretary for Labour.

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section, published in *Government Gazette* No. 139 of the 9th February, 1951, shall be replaced by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age .. .. .	23	53 6	All adults .. .. .		235 0
17 years of age .. .. .	35	81 0			
18 years of age .. .. .	47	109 0			
19 years of age .. .. .	63	146 0			
20 years of age .. .. .	77	178 6			

*Proportion (in any place).*

One improver to each adult employee.

**PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.**

14. WAGES PER WEEK OF 40 HOURS.					
(a) IMPROVERS.					
Males.			Females.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.
1st year's experience .. ..	22	51 0	1st six months' experience .. ..	23	40 0
2nd year's experience .. ..	31	72 0	2nd six months' experience .. ..	29	50 6
3rd year's experience .. ..	42	97 6	3rd six months' experience .. ..	34	59 0
4th year's experience .. ..	57	132 0	4th six months' experience .. ..	41	71 6
5th year's experience .. ..	73	169 6	5th six months' experience .. ..	45	78 6
6th year's experience .. ..	84	195 0	6th six months' experience .. ..	52	90 6
7th year's experience .. ..	90	209 0	7th six months' experience .. ..	57	99 0
			8th six months' experience .. ..	65	113 0
			9th six months' experience .. ..	70	122 0
			10th six months' experience .. ..	76	132 0

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.						s. d.
Males:— (i) of 3 months' or more experience .. ..	..	..	..	..	..	236 0
(ii) of less than 3 months' experience .. ..	..	..	..	..	..	235 0
Females .. ..	..	..	..	..	..	174 0

Clauses, other than clauses 2 and 14, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.





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[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

**GENERAL BOARD.**

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 138 of the 9th February, 1951, shall be replaced by the following clause:—

2. Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
	Percentage of Basic Wage.	s. d.			
Under 17 years of age ..	27	62 6		Within a Radius of 20 Miles of G.P.O., Melbourne;	
17 years of age ..	35	81 0	—	10 Miles of G.P.O., Geelong;	Other Parts of Victoria where this Determination Applies.
18 years of age ..	47	109 0		at Warrnambool;	
19 years of age ..	63	146 0		and within Mildura and Gippsland Districts.	
20 years of age ..	77	178 6			
PROPORTION (in any place).				£ s. d.	£ s. d.
One improver to each adult employee.			Foreman in charge .. ..	12 7 0	12 4 0
			Scutcher (hand) .. ..	12 1 0	11 18 0
			Scutcher (machine) .. ..	11 18 0	11 15 0
			All others .. ..	11 15 0	11 12 0

(b) **NIGHT SHIFT.**—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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No. 416]

WEDNESDAY, MAY 13.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 155 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.						(b) Adults.		
Males.			Females.			Males.		
—	Percentage of Basic Wage.	s. d.	—	Percentage of Female Basic Wage.	—	Printing-ink mixer	grinder and/or	s. d.
1st year's experience	22	51 0	1st six month's experience	23	40 0	..	..	230 0
2nd "	31	72 0	2nd "	30	52 0	..	..	235 0
3rd "	42	97 6	3rd "	34	59 0	..	..	..
4th "	57	132 0	4th "	41	71 6	Females.		
5th "	73	169 6	5th "	45	78 6	All persons	..	174 0
6th "	84	195 0	6th "	52	90 6			
7th "	90	209 0	7th "	57	99 0			
			8th "	65	113 0			

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male adult.

Females.

One improver to each female receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Lampshade Section.)

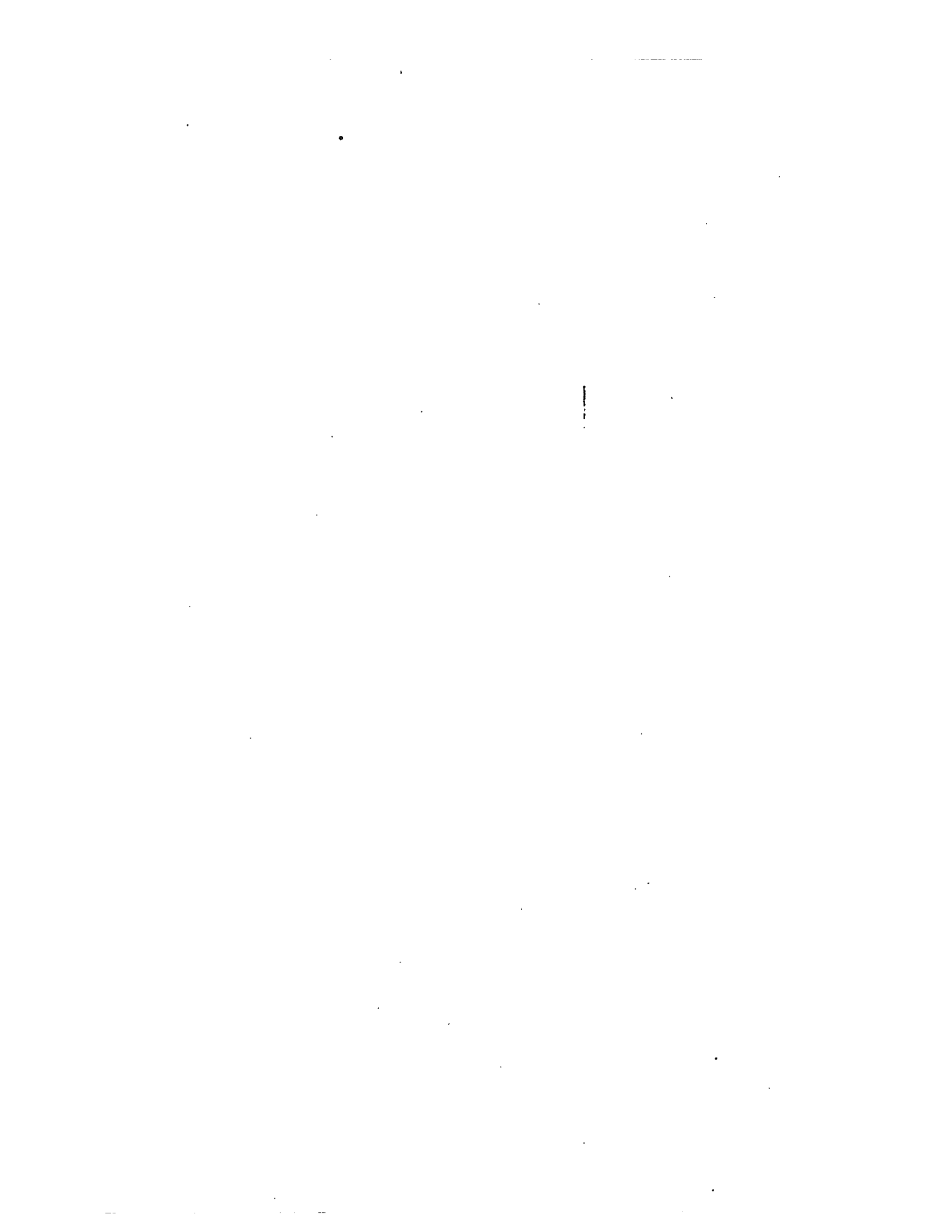
Clause 2 of the Determination for this Section published in *Government Gazette* No. 154 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) OTHER EMPLOYEES.		
Males.			Females.					
Experience.	Percentage of Basic Wage.	Amount.	Experience.	Percentage of Female Basic Wage.	Amount.			
		<i>s. d.</i>			<i>s. d.</i>	<i>Males.</i>		
1st year ..	22	51 0	1st six months	23	40 0	<i>s. d.</i>		
2nd year ..	30	69 6	2nd six months	29	50 6	Persons engaged in cutting out material for parts of lampshades .. .. .		
3rd year ..	41	95 0	3rd six months	34	59 0	237 0		
4th year ..	56	130 0	4th six months	41	59 0	All others .. .. .		
5th year ..	71	164 6	5th six months	45	78 6	235 0		
6th year ..	82	190 0	6th six months	52	90 6	<i>Females.</i>		
7th year ..	87	202 0	7th six months	57	99 0	Persons engaged in sketching, painting or decorating by free-hand or stencils .. .. .		
			8th six months	65	113 0	174 0		
<b>PROPORTION.</b>						Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) .. .. .		
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.						174 0		
Three female improvers to each female person receiving not less than the minimum wage.						All others .. .. .		
						174 0		

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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







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[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
12th day of May, 1953.

RAY. H. BEERS.  
Secretary for Labour.

### GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 153 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.				
Males.			Females.			Males.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.	
1st year's experience	22	51 0	1st six months	23	40 0	Adults (i) Of three months' or more experience	239 0	
2nd "	31	72 0	2nd "	30	52 0	(ii) Of less than three months' experience	235 0	
3rd "	42	97 6	3rd "	34	59 0			
4th "	57	132 0	4th "	41	71 6			
5th "	73	169 6	5th "	45	78 6			
6th "	84	195 0	6th "	52	90 6			
7th "			7th "	57	99 0			
and until 21	90	209 0	8th "	65	113 0			
			9th "	70	122 0			
			10th "					
			and until 21	76	132 0			

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

*Males.*  
One male improver to each male person receiving not less than the minimum wage.

*Females.*  
Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

<i>Females.</i>		
		s. d.
(a) Designer of patterns to be used for producing articles of wearing apparel	..	260 3
(b) Assistant to (a) above	..	208 9
(c) Designers of patterns used for the production of transfers as applied to fabrics	..	208 9
(d) Assistants to (c) above	..	181 9
(e) Operator of perforating machine	..	174 0
(f) Any other adult	..	174 0

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

