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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.

### 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.
<i>(a) Sheet Metal Section.</i>			
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
<i>(b) Welding Division.</i>			
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.