



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 606]

WEDNESDAY, AUGUST 5.

[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 722 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
|--|---|-----------------------------|
| | £ s. d. | £ s. d. |
| Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles | 13 9 0 | 13 6 0 |
| All other Journeymen | 13 15 0 | 13 12 0 |
| Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends | 9 6 6 | 9 4 6 |
| Other Journeywomen | 9 12 0 | 9 10 0 |

NOTE:—Females working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

No. 606.—7195/53.—PRICE 3d.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

| | Wages Per Week. | |
|----------------------------------|---|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
| | s. d. | s. d. |
| Five year terms— | | |
| First year's experience | 70 6 | 69 6 |
| Second year's experience | 82 0 | 81 0 |
| Third year's experience | 117 6 | 116 0 |
| Fourth year's experience | 188 0 | 185 6 |
| Fifth year's experience | 235 0 | 232 0 |
| Four year terms— | | |
| First year's experience | 70 6 | 69 6 |
| Second year's experience | 117 6 | 116 0 |
| Third year's experience | 188 0 | 185 6 |
| Fourth year's experience | 235 0 | 232 0 |

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- Cutting or clicking ;
- Trunks, and/or leather bag and case maker ;
- Fibre, veneer, canvas or other case maker ;
- Machine belt maker ;
- Sporting goods maker of leather ;
- Ladies' hand bag, wallet and purse maker ;
- Leather goods maker ;
- Glove maker (other than sporting goods) ;
- Leather coats, hats or caps maker ;

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

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

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

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

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

(o) *Tools of Trade* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (a) Junior workers may be employed at the following rates of pay :—

| Age. | Wages Per Week. | |
|--------------------------------------|---|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
| | s. d. | s. d. |
| Under 16 year of age | 70 6 | 69 6 |
| 16 and under 17 years of age | 94 0 | 93 0 |
| 17 and under 18 years of age | 117 6 | 116 0 |
| 18 and under 19 years of age | 141 0 | 139 0 |
| 19 and under 20 years of age | 188 0 | 185 6 |
| 20 and under 21 years of age | 235 0 | 232 0 |

(b) The proportion of Junior Workers and apprentices allowed shall be :—

| Male Employee receiving at least Adult Male Basic Wage. | Junior Workers including Apprentices. |
|---|---|
| 1 | 1 |
| 2 to 20 | 1 for every 2 such male employees |
| Over 20 | A further 1 for every 3 such male employees over 20 |

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

JUNIOR WORKERS—FEMALES.

6. (a) Female junior workers may be employed at the following rates of pay :—

| Age. | Wages Per Week. | |
|--------------------------------------|--|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
| | s. d. | s. d. |
| Under 16 years of age | 70 6 | 69 6 |
| 16 and under 17 years of age | 88 0 | 87 0 |
| 17 and under 18 years of age | 100 6 | 99 0 |
| 18 and under 19 years of age | 112 6 | 111 6 |
| 19 and under 20 years of age | 123 0 | 122 0 |
| 20 and under 21 years of age | 153 0 | 151 6 |

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.



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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 August, 1953.

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 463 of the 15th May, 1953, shall be replaced by the following clauses:—

2.

WAGES

| Adults, Journeymen or Journeywomen. | Weekly Wages. | |
|---|--|-----------------------|
| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria |
| PART I.—ADULT MALES. | | |
| SECTION "A"—WOOD MACHINISTS AND GENERAL. | | |
| <i>Machinist—"A" Grade.</i> | | |
| 1. Boulter's carver | £ s. d. | £ s. d. |
| 2. Shaper—who grinds cutters and/or sets up and operates or who works freehand | 14 5 0 | 14 2 0 |
| 3. Moulder—who grinds cutters sets up and operates | 14 5 0 | 14 2 0 |
| 4. Wood turner—who grinds cutters, sets up and operates, or who works freehand | 14 5 0 | 14 2 0 |
| 5. Router—who grinds cutters and/or sets up and operates, or who works freehand | 14 5 0 | 14 2 0 |
| 6. Lindeman or similar joiner | 14 5 0 | 14 2 0 |
| <i>Machinist—"B" Grade.</i> | | |
| 7. Band and/or jig sawyer | 13 15 0 | 13 12 0 |
| 8. Circular sawyer—who sets up and operates | 13 15 0 | 13 12 0 |
| 9. Dovetailer—who sets up and operates | 13 15 0 | 13 12 0 |
| 10. Buzzer—who sets up and operates | 13 15 0 | 13 12 0 |
| 11. Planer—who sets up and operates | 13 15 0 | 13 12 0 |
| 12. Thicknesser—who sets up and operates | 13 15 0 | 13 12 0 |
| 13. Glue joiner—who sets up and operates | 13 15 0 | 13 12 0 |
| 14. Tenoner—who sets up and operates | 13 15 0 | 13 12 0 |
| 15. Turner—copying or automatic lathe—who sets up and operates | 13 15 0 | 13 12 0 |
| 16. Morticer—who sets up and operates | 13 15 0 | 13 12 0 |
| 17. Sander—tripledrum—who sets up and operates | 13 15 0 | 13 12 0 |
| 18. Belt sander on veneers | 13 15 0 | 13 12 0 |
| 19. Multiple borer—three or more bits—who sets up and operates | 13 15 0 | 13 12 0 |
| 20. Moulder—who sets up and operates | 13 15 0 | 13 12 0 |

| Adults, Journeymen or Journeywomen. | Weekly Wages. | |
|---|--|-----------------------|
| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria |
| PART I.—ADULT MALES— <i>continued.</i> | | |
| <i>Machinist—"C" Grade.</i> | | |
| | £ s. d. | £ s. d. |
| 21. Sander—others | 13 5 0 | 13 2 0 |
| 22. Borer—less than three bits | 13 5 0 | 13 2 0 |
| 23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences | 13 5 0 | 13 2 0 |
| <i>General.</i> | | |
| 24. Timber bender | 13 5 0 | 13 2 0 |
| 25. Timber stacker | 12 10 0 | 12 7 0 |
| 26. Yardman | 12 10 0 | 12 7 0 |
| 27. Tailer out | 12 10 0 | 12 7 0 |
| 28. Employees not elsewhere classified | 11 18 0 | 11 15 0 |
| SECTION "B"—POLISHING &C. | | |
| 29. Polisher | 14 5 0 | 14 2 0 |
| 30. Spray hand— | | |
| (a) engaged on finishing coats of any type | 13 15 0 | 13 12 0 |
| (b) engaged on priming and/or undercoating, and/or sealing | 13 5 0 | 13 2 0 |
| 31. Employee cutting or papering down and/or filling and/or staining | 13 5 0 | 13 2 0 |
| SECTION "C"—PIANOS. | | |
| 32. Action regulator | 14 5 0 | 14 2 0 |
| 33. Tuner and/or action repairer | 14 5 0 | 14 2 0 |
| 34. Player mechanic | 14 5 0 | 14 2 0 |
| 35. Part maker | 14 5 0 | 14 2 0 |
| 36. Side gluer | 14 5 0 | 14 2 0 |
| 37. Sound board maker | 14 5 0 | 14 2 0 |
| 38. Fly finisher | 14 5 0 | 14 2 0 |
| 39. Maker and/or repairer of musical instruments | 14 5 0 | 14 2 0 |
| 40. Player action assembler | 13 17 6 | 13 14 6 |
| 41. Piano action assembler | 13 17 6 | 13 14 6 |
| 42. Iron frame driller | 13 5 0 | 13 2 0 |
| 43. Iron frame finisher by hand or spray | 13 5 0 | 13 2 0 |
| 44. Spring and brass wire spinner | 13 5 0 | 13 2 0 |
| 45. Veneer presser | 13 5 0 | 13 2 0 |
| 46. Veneer scraper | 13 5 0 | 13 2 0 |
| 47. Gluer up | 13 5 0 | 13 2 0 |
| PART II.—ADULT FEMALES. | | |
| Veneer matcher | 9 16 0 | 9 14 0 |
| Upholstress | 9 16 0 | 9 14 0 |

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but, if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading hands.*—In addition to the margins prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
 - (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
 - (3) Twenty-seven shilling per week if in charge of more than twenty employees including apprentices.
- (b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

(i) Sixpence per hour to employees working in confined spaces;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

(ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management of superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

Special Rates Not Cumulative.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

Rules Not Subject To Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Tool Allowance.

(e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
|-------------------------------|--|------------------------|
| <i>Male Apprentices.</i> | | |
| £ s. d. | | |
| Five-year Term— | | |
| 1st year's experience | 3 15 0 | 3 14 6 |
| 2nd year's experience | 5 1 0 | 5 0 0 |
| 3rd year's experience | 6 7 0 | 6 5 6 |
| 4th year's experience | 9 15 0 | 9 12 6 |
| 5th year's experience | 12 1 0 | 11 18 0 |
| Four-year Term— | | |
| 1st year's experience | 4 0 0 | 3 19 0 |
| 2nd year's experience | 6 7 0 | 6 5 6 |
| 3rd year's experience | 9 15 0 | 9 12 6 |
| 4th year's experience | 12 1 0 | 11 18 0 |
| <i>Male Improvers.</i> | | |
| Under 16 years of age | 2 16 6 | 2 15 6 |
| 16 and under 17 | 3 9 0 | 3 8 0 |
| 17 and under 18 | 4 12 6 | 4 11 6 |
| 18 and under 19 | 6 3 6 | 6 2 0 |
| 19 and under 20 | 9 15 0 | 9 12 6 |
| 20 and under 21 | 12 0 0 | 11 17 0 |
| <i>Female Apprentices.</i> | | |
| 1st year's experience | 4 1 0 | 4 0 0 |
| 2nd year's experience | 5 16 0 | 5 14 6 |
| 3rd year's experience | 7 15 0 | 7 13 6 |
| 4th year's experience | 8 17 0 | 8 15 6 |
| <i>Female Improvers.</i> | | |
| 16 years and under | 2 18 0 | 2 17 6 |
| 17 years | 4 1 0 | 4 0 0 |
| 18 years | 5 16 0 | 5 14 6 |
| 19 years | 7 15 0 | 7 13 6 |
| 20 years | 8 17 0 | 8 15 6 |

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

