VICTORIA

GOVERNMENT GAZETTE.

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No. 77] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination published in *Government Gazette* No. 68 of the 25th January, 1951, shall be replaced by the following clause :—

2. (*a*) *Apprentices.*

Wages Per Week of 40 Hours.					Proportion. (In any shop or place.)
—	Percentage of Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
		s. d.	s. d.	s. d.	
1st year ..	21	48 0	0 6	48 6	One apprentice to one or more than one worker receiving not less than the minimum wage : Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
2nd year ..	28	64 0	0 6	64 6	
3rd year ..	38	87 0	1 0	88 0	
4th year ..	47	107 6	1 0	108 6	
5th year ..	69	158 0	2 0	160 0	

(*b*) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz, :—

Wages per Week of 40 Hours.

—	Percentage of Female Basic Wage.	Adjustable Rate.	War-Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
16 years of age ..	26	44 6	0 6	45 0
17 years of age ..	41	70 6	0 6	71 0
18 years of age ..	45	77 0	1 0	78 0
19 years of age ..	55	94 6	1 0	95 6
20 years of age ..	63	108 0	1 0	109 0

No. 77.—815/53.—Price 3d.

(c) Other Employees.

WAGES PER WEEK OF 40 HOURS.

—	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	18 1 0	6 0	18 7 0	15 3 6	6 0	15 9 6
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	16 14 6	6 0	17 0 6	13 17 0	6 0	14 3 0
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	15 8 6	6 0	15 14 6	12 11 0	6 0	12 17 0
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	13 4 0	3 0	13 7 0	10 6 6	3 0	10 9 6
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same	..	..	..	9 4 0	3 0	9 7 0

A relieving Pharmaceutical Chemist called upon to relieve the proprietor or manager of a chemist's shop shall be deemed to be, and be paid at the rate provided for a Manager Pharmaceutical Chemist whilst so required to act.

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

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

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No. 78] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

Clause 2 of the Determination published in *Government Gazette* No. 573 of the 24th July, 1952, shall be replaced by the following clause :—

2. APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.						Proportion. (In or in Connexion with any Shop.)
Age.	Males.		Females.			
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.		
15 years of age or under..	30	68 6	33	56 6		*Apprentices.* One male apprentice to every three or fraction of three male workers receiving not less than 262s. per week of 40 hours. One female apprentice to every three or fraction of three female workers receiving not less than 183s. per week of 40 hours. An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923. *Improvers.* One male improver to each male worker receiving not less than 262s. per week of 40 hours. One female improver to each female worker receiving not less than 183s. per week of 40 hours. Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.
16 years of age	40	91 6	41	70 6		
17 years of age	51	117 0	49	84 0		
18 years of age	64	146 6	60	103 0		
19 years of age	80	183 0	71	122 0		
20 years of age	99	226 6	83	142 6		

No. 78.—816/53.—PRICE 3D.

OTHER EMPLOYEES.

—	Wages Per Week of 40 Hours.	
	Males	Females.
	s. d.	s. d.
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	288 6	249 0
(b) in charge of one or more persons	302 0	256 0
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	280 6	204 6
Other shop assistants—		
Between the ages of 21 years and 60 years	262 0	183 0
†60 years of age or over	252 6	
Packer or storeman	254 0	..
Carter driving horse-drawn vehicle	253 0	253 0
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	254 9	254 9
Driver of motor vehicle with a carrying capacity of over 25 cwt.	258 0	258 0
All others	254 0	..

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

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

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

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No. 79] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

Clause 2 of the Determination published in *Government Gazette* No. 506 of the 20th June, 1952, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.

Males.

	Percentage of Basic Wage.	s. d.
Under 15 years of age ..	26	59 6
15 years of age	35	80 0
16 years of age	48	110 0
17 years of age	63	144 6
18 years of age	79	181 0
19 years of age	90	206 0
20 years of age	100 + 4s.	233 0

PROPORTION (in any shop or place).

Apprentices.

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

Improvers.

One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.

Females.

	Percentage of Female Basic Wage.	s. d.
15 years of age or under ..	41	70 6
16 years of age	49	84 0
17 years of age	60	103 0
18 years of age	78	134 0
19 years of age	86	147 6
20 years of age	94	161 0

PROPORTION (in any shop or place).

Apprentices.

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

Improvers.

One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.

Other Employees.

	Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677).	All other parts of Victoria where this Determination applies.
	s. d.	s. d.
Males.		
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	273 6	269 0
* Travelling salesman ..	257 6	253 6
All others	257 6	253 6
Females.		
Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—		
In charge of three or more assistants	216 0	212 3
In charge of less than three assistants	204 9	201 3
All others	185 6	182 9

* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

Section 176 of the Factories and Shops Act 1928 (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

Section 174 of the Factories and Shops Act 1928 (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

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

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

No. 79.—817/53.—PRICE 3D.

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No. 80] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour

SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

Clause 2 of the Determination published in *Government Gazette* No. 569 of the 24th July, 1952, shall be replaced by the following clause :—

2.

Apprentices or Improvers.					Other Employees.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.		Other Females.		—	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	Males.	s. d.	s. d.
Under 15 years of age ..	33	75 6	37	63 6	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	286 6	283 6
At 15 years of age ..	33	75 6	37	63 6	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	276 6	273 6
At 16 years of age ..	40	91 6	44	75 6	Person in charge of an order tailoring establishment	280 6	277 6
At 17 years of age ..	51	117 0	54	92 6			
At 18 years of age ..	64	146 6	66	113 0			
At 19 years of age ..	80	183 0	77	132 0			
At 20 years of age ..	99	226 6	90	154 6			

Apprentices or Improvers.

PROPORTION (in any Shop or Place).

APPRENTICES.

Males.

One male apprentice to every three or fraction of three male workers receiving not less than 263s. per week of 40 hours.

Females.

One female apprentice to every three or fraction of three female workers receiving not less than 184s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.

IMPROVERS.

One male improver to every male person receiving not less than 263s. per week of 40 hours.

Two female improvers to one female person } receiving not less than 184s. per week of 40 hours.
Four female improvers to two female persons, and thereafter—
One female improver to each additional female person

Provided that two improvers may be permitted where a shop is operated by a male proprietor or manager as the only senior.

Provided further that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.

Other Employees.

*Wages per Week of 40 Hours.

—	Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination applies.	
	s.	d.	s.	d.
Males.				
Pattern-men, assemblers, or salesmen	266	0	263	0
Canvassers, who are in any way connected with the sale of goods	269	0	266	0
Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods ..	269	0	266	0
Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	265	6	262	6
Packers or storemen	261	0	258	0
Porters	253	0	250	0
All others	266	0	263	0
Females.				
Manageress (other than department manageress)—				
(*a*) A person (other than a person provided for under (*b*) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	280	6	277	6
(*b*) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop	219	6	216	6
Department or section manageress—				
(*a*) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	272	0	269	0
(*b*) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	207	0	204	0
Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments	266	0	263	0
Other saleswomen or pattern women, or assemblers..	187	0	184	0
Packers	230	0	227	0
Canvassers who are in any way connected with the sale of goods	187	0	184	0
Porters	230	0	227	0
All others	187	0	184	0

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

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

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No. 81] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 2 and 24 of the Determination published in *Government Gazette* No. 1017 of the 12th October, 1951, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Wages per Week.

—	Males.				Females.			
	Ordinary Wage.		War Loading.	Total Wage.	Ordinary Wage.		War Loading.	Total Wage.
	Percentage of Basic Wage.	Amount.			Percentage of Female Basic Wage.	Amount.		
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age	35	80 0	0 9	80 9	37	63 6	0 9	64 3
16 years of age	45	103 0	1 0	104 0	46	79 0	0 9	79 9
17 years of age	60	137 6	1 3	138 9	56	96 0	1 0	97 0
18 years of age	74	169 6	1 9	171 3	71	122 0	1 3	123 3
19 years of age	84	192 6	2 0	194 6	78	134 0	1 3	135 3
20 years of age	100 plus 1s 6d.	230 6	2 3	232 9	85	146 0	1 6	147 6

No. 81.—819/53—PRICE 3D.

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 263s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 263s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 202s. 3d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 203s. 3d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

—	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	289 6	3 0	292 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	223 0	2 0	225 0
Foreman having the supervision of four or more workers	280 6	3 0	283 6
Shop hands (males) or salesmen	267 6	3 0	270 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	270 6	3 0	273 6
Wet chain pluckers	278 0	3 0	281 0
Labourers assisting—			
(a) Wholesale fish salesmen	275 6	3 0	278 6
(b) Wholesale poultry salesmen	265 6	3 0	268 6
Persons employed grading and/or placing plucked poultry in boxes	270 6	3 0	273 6
Females employed—			
(a) As shop hands	205 6	1 9	207 3
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	208 0	1 9	209 9
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	200 6	1 9	202 3
All others	260 6	3 0	263 6

PIECE-WORK PRICES.

24. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	s. d.	
(i) Roughing fowls by hand	0 3½ per pair	Plus 195 per cent.
Roughing fowls by machine	0 3 per pair	
Stumping fowls the same day as they are roughed by hand	0 3½ per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4 per pair	
Stumping fowls which have been roughed by a machine	0 4 per pair	
Plucking fowls	0 7 per pair	
Plucking ducks, where wings are not plucked right out	0 7¾ per pair	
Plucking ducks, where wings are required to be plucked right out	0 11¾ per pair	
Plucking Muscovy drakes (redheads)	1 3 per pair	
Plucking turkey hens	0 8½ per pair	
Plucking turkey cocks	1 1 per pair	
Plucking geese	1 1 per pair	
Plucking teal	0 4 per pair	
Plucking black duck	0 5 per pair	
Plucking blue wing	0 4 per pair	
Plucking mountain duck	0 5 per pair	
Plucking pigeons and small birds	0 3 per pair	
Plucking quail	0 3 per pair	
Plucking pheasants	0 7 per pair	
Drawing and trussing fowls or ducks	0 3 per pair extra	
Drawing and trussing geese	0 6 per pair extra	
Drawing and trussing turkeys	0 9 per pair extra	
(ii) *Blooding couta	0 9 per large box	
*Splitting couta	1 0 per large box	
*Scaling and cleaning salmon	1 6 per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2 6 per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0 per large box	
*Cleaning whiting	0 3 per dozen	
*Filleting whiting	0 6 per dozen	
*Cleaning flounders	0 3 per dozen	
Trimming shark	0 6 per box	
Skimming and trimming shark	2 0 per box	

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 24, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 2 and 24, of the said Determination shall remain in force.

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

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No. 82] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clause 2 of the Determination published in *Government Gazette* No. 707 of the 19th August, 1952, shall be replaced by the following clause:—

2. (i).

Improvers.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	—	
		s. d.	
Under 17 years of age	49	112 0	PROPORTION.
17 years of age	57	130 6	
18 years of age	70	160 6	One improver to the first four or fraction of four workers receiving not less than 245s. per week of 40 hours, and thereafter one improver to each additional four such workers.
19 years of age	78	178 6	
20 years of age	85	194 6	

No. 82.—820/53.—PRICE 3D.

Other Employees.

—	Within the cities of Ballarat and Bendigo and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria where this Determination Applies.	
WAGES.			
(a) *In Hay, Corn, or Chaff Stores.* (b) *Employed handling or distributing brewers' or distillers' grains.*			
	s. d.	s. d.	
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store..	254 0 per week of 40 hours	257 0 per week of 40 hrs.	See also Clauses 2 (ii) and 3.
Drivers of motor waggons—			
(a) having a capacity of 2 tons or less	249 0 ,, 40 ,,	252 0 ,, 40 ,,	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	255 0 ,, 40 ,,	258 0 ,, 40 ,,	
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	261 0 ,, 40 ,,	264 0 ,, 40 ,,	
Carters driving one horse	245 0 ,, 40 ,,	248 0 ,, 40 ,,	
Carters driving two horses	250 0 ,, 40 ,,	253 0 ,, 40 ,,	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	247 0 per week of 40 hours	250 0 per week of 40 hrs.	
Wood Yards, or Wood, Coal, and Coke (Combined) Yards.			
Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard	247 0 per week of 40 hours	250 0 per week of 40 hours	See also Clauses 2 (ii) and 3.
Drivers of motor wagons—			
(a) having a capacity of 2 tons or less	249 0 ,, 40 ,,	252 0 ,, 40 ,,	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	255 0 ,, 40 ,,	258 0 ,, 40 ,,	
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	261 0 ,, 40 ,,	264 0 ,, 40 ,,	
Carters driving one horse	245 0 ,, 40 ,,	248 0 ,, 40 ,,	
Carters driving two horses	250 0 ,, 40 ,,	253 0 ,, 40 ,,	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	245 0 per week of 40 hours	248 0 per week of 40 hours	
Coal Yards (i.e., *Places where at least 80 per cent. of the Business is done in Coal*) *or Coke Yards.*			
Drivers of motor wagons—			
(a) having a capacity of 2 tons or less	249 0 per week of 40 hours	252 0 per week of 40 hours	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	255 0 ,, 40 ,,	258 0 ,, 40 ,,	
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	261 0 ,, 40 ,,	264 0 ,, 40 ,,	
Carters driving one horse	245 0 ,, 40 ,,	248 0 ,, 40 ,,	
Carters driving two horses	250 0 ,, 40 ,,	253 0 ,, 40 ,,	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	258 0 per week of 40 hours	261 0 per week of 40 hours	
Firewood Saw Mills (i.e., *Places where Mechanical Power is used to saw Firewood*).			
Benchmen	251 0 per week of 40 hours	254 0 per week of 40 hours	
Drivers of motor wagons—			
(a) having a capacity of 2 tons or less	249 0 ,, 40 ,,	252 0 ,, 40 ,,	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	255 0 ,, 40 ,,	258 0 ,, 40 ,,	
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	261 0 ,, 40 ,,	264 0 ,, 40 ,,	
Carters driving one horse	245 0 ,, 40 ,,	248 0 ,, 40 ,,	
Carters driving two horses	250 0 ,, 40 ,,	253 0 ,, 40 ,,	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	247 0 per week of 40 hours	250 0 per week of 40 hours	

(ii) EXTRA RATES.

	Per Week. s.	d.
Further additional account for a person employed handling or distributing brewers' or distillers' grains ..	3	0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	3	0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	2	0

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

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

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No. 83] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clauses 2 and 17 of the Determination published in *Government Gazette* No. 378 of the 16th May, 1952, shall be replaced by the following clauses:—

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.

IMPROVERS.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	— s.	d.
Under 17 years of age	70	160	6
17 years of age ..	81	185	6
18 years of age ..	92	210	6

19 years of age or over—the appropriate rate prescribed under the heading "other employees."

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 253s. per week of 40 hours, and thereafter one additional improver to every ten additional such workers.

NOTE.—The Board determines that no person shall be employed as an apprentice.

OTHER EMPLOYERS.

Wages per Week of 40 Hours.

Firewood Saw-mills, Mallee Roots, &c.	s.	d.
Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	266	0
Other benchmen	261	0
Lumpers	261	0
Trolleymen	261	0
Skip loaders	261	0
Truck loaders of wood 4 feet or over	261	0
Wagon or dray loaders	261	0
Block stackers	255	0
Wood cutters using axe, power crosscut, circular saw, or other method ..	266	0
Carters driving one, two, or three horses	266	0
And 6s. extra per week for every additional horse in excess of three.		
Drivers of motor vehicles having a carrying capacity—		
(a) not exceeding 25 cwt.	260	0
(b) exceeding 25 cwt. but not exceeding 3 tons	266	0
(c) exceeding 3 tons	272	0
And if a trailer is attached to the vehicle—1s. 6d. per day extra.		
Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	271	0
All others	253	0

Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.

Gas Producer Units.

The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units :—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

No. 83.—821/53.—PRICE 3D.

Employees	Other Employees—(*continued*)		
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.		
	Hay, Corn, or Chaff Stores.	*s.*	*d.*
	Storeman in charge	264	0
	Carters driving one, two, or three horses	266	0
	And 6s. extra per week for every additional horse.		
	Drivers of motor vehicles having a carrying capacity—		
	(*a*) not exceeding 25 cwt.	260	0
	(*b*) exceeding 25 cwt., but not exceeding 3 tons	266	0
	(*c*) exceeding 3 tons	272	0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.		
	All others	258	0
	Wood, Coal, or Coke Yards.		
	Carters driving one, two, or three horses	266	0
	And 6s. extra per week for every additional horse.		
	Drivers of motor vehicles having a carrying capacity—		
	(*a*) not exceeding 25 cwt.	260	0
	(*b*) exceeding 25 cwt., but not exceeding 3 tons	266	0
	(*c*) exceeding 3 tons	272	0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra		
	All others	257	0
	Gas Producer Units.		
	The following provisions shall apply to drivers of vehicles fitted with gas producer units :—		
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.		
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.		

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. Improvers.			Other Employees.		
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		
—	Percentage of Basic Wage.	—		*s.*	*d.*
		s. *d.*	Wood cutters, using axe, power crosscut, circular saw, or other method ..	266	0
			Carters driving one, two, or three horses	266	0
			And 6s. extra per week for every additional horse in excess of three.		
			Drivers of motor vehicles having a carrying capacity—		
			(*a*) not exceeding 25 cwt.	260	0
			(*b*) exceeding 25 cwt. but not exceeding 3 tons	266	0
			(*c*) exceeding 3 tons but not exceeding 6 tons	272	0
			(*d*) Further tonnage—for each complete ton over 5, an extra 1s. per week.		
			And if a trailer is attached to the vehicle—1s. 6d. per day extra.		
Under 17 years of age	70	160 6	*Gas Producer Units.*		
17 years of age ..	81	185 6	The following provision shall apply to drivers of vehicles fitted with gas producer units —		
18 years of age ..	97	222 0	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.		
19 years of age or over—the appropriate rate prescribed under the heading "other employees."			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.		
Proportion (by any Employer).			Charcoal burning by retorts, metal or brick kilns, or pits—		
One improver to the first three workers, receiving not less than 266s. per week of 40 hours and thereafter one additional improver to every ten additional such workers.			(*a*) Operator in charge of plant	281	0
			(*b*) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	271	0
Note.—The Board determines that no person shall be employed as an apprentice.			Grinding or grading charcoal—		
			(*a*) Attendant in charge of plant—		
			(i) With four or more persons under his supervision	291	0
			(ii) With three or fewer persons under his supervision	287	0
			(*b*) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	281	0

Clauses, other than clauses 2 and 17 of the said Determination shall remain in force, provided that, to the weekly earnings of each pieceworker shall be added the sum of seventeen shillings. Where less than 40 hours is worked in any week by any pieceworker, a proportionate amount of such sum of seventeen shillings shall be added in lieu thereof.

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

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No. 84] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 14 (FURNITURE DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 559 of the 17th July, 1952, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.	Percentage of Basic Wage.	s. d.
Under 15 years of age	33	75 6
15 years of age	37	84 6
16 years of age	48	110 0
17 years of age	58	133 0
18 years of age	78	178 6
19 years of age	97	222 0
20 years of age	100 + 11/-	240 0

PROPORTION (within any shop).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than 266s. per week.

IMPROVERS.

One improver to every two or fraction of two workers receiving not less than 266s. per week.

Other Employees. —	Within the Metropolitan District. s. d.	Outside the Metropolitan District wherever this Determination applies. s. d.
Person in charge of a shop (including a branch shop)	280 0	277 0
Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen	269 0	266 0
Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched)	260 6	257 6
Other storemen or packers	256 0	253 0
All others	252 0	249 0

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

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

No. 84.—822/53.—PRICE 3D.

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No. 85] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 15 (GROCERS).

Clause 2 of the Determination published in *Government Gazette* No. 562 of the 17th July, 1952, shall be replaced by the following clause :—

2.

Apprentices or Improvers.

WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.
Under 15 years of age	27	62 0
15 years of age..	35	80 0
16 years of age..	48	110 0
17 year of age ..	59	135 0
18 years of age..	73	167 0
19 years of age..	92	210 6
20 years of age..	100+1/6	230 6

Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.

The Board has prescribed a form of indenture which must be used.

PROPORTION (in any shop or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 259s. per week of 40 hours.

Improvers.

One improver to every three workers receiving not less than 259s. per week of 40 hours.

"Worker" includes an owner or partner acting as working manager.

Other Employees.

	Wages per Week of 40 Hours.* Within the Metropolitan District. s. d.	Outside the Metropolitan District Wherever this Determination Applies. s. d.
(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	297 0	294 0
(b) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	277 6	274 6
(c) Canvasser, i.e., an employee soliciting or collecting orders	262 0	259 0
(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	256 9	253 9
(e) Driver of motor vehicle with a carrying capacity of over 25 cwt.	259 6	256 6
(f) Driver of three or more horses ..	262 0	259 0
(g) Driver of two horses	259 6	256 6
(h) Driver of one horse	256 9	253 9
(i) Stableman	254 0	251 0
(j) All others	262 0	259 0

* The ordinary hours of employees classified as (d), (e), (f), (g), and (h) include time occupied in attending to horses or motor vehicles

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

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

No. 85.—823/53.—PRICE 3D.

VICTORIA

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No. 86] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 558 of the 17th July, 1952, shall be replaced by the following clause :—

2.

Apprentices or Improvers.
(The Masculine to include the Feminine.)

WAGES.

	Percentage of Basic Wage.	Per week of 40 hours. s. d.
Under 16 years of age	25	57 0
16 years of age	33	75 6
17 "	42	96 0
18 "	56	128 0
19 "	72	165 0
20 "	94	215 6

PROPORTION (in any shop or place).

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

One improver to one worker ..
Two improvers to two, three or four workers .. .. ..
Three improvers to five, six or seven workers .. .. ..
Four improvers to eight workers ..
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers. .. .. ..

} Receiving not less than the rates fixed for assemblers of ordered goods.

Other Employees.
(The Masculine to include the Feminine.)

WAGES.

	Metropolitan District. Per week of 40 hours. £ s. d.	Outside Metropolitan District where Determination Applies. Per week of 40 hours. £ s. d.
Departmental managers, or branch managers having under their control— 3 or more salesmen, 21 years of age or over	15 4 0	15 1 0
Other Branch Managers	14 6 0	14 3 0
Outside salesmen	13 9 6	13 6 6
Salesmen or Buyers	13 6 0	13 3 0
Assemblers of Ordered Goods	12 19 0	12 19 0

NOTE.—See Clause 20 *re* Definitions.

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

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

No. 86.—82 /53.—PRICE 3D.

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No. 87] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 563 of the 17th July, 1952, shall be replaced by the following clause :—

2.

Apprentices or Improvers.

Wages.	Per Week of 40 Hours. Males. Percentage of Basic Wage.	Males. s. d.	Females. Percentage of Female Basic Wage.	Females. s. d.
15 years of age or under ..	33	75 6	41	70 6
16 years of age ..	42	96 0	51	87 6
17 years of age ..	60	137 6	69	118 6
18 years of age ..	74	169 6	81	139 0
19 years of age ..	90	206 0	100 plus 1/6	173 0
20 years of age ..	100 plus 6/6	235 6	100 plus 25/6	197 0

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

One improver to every two or fraction of two workers receiving not less than the minimum wage.

Other Employees.

Wages.	Per Week of 40 Hours. s. d.
Departmental Manager or Manageress, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..	281 0
First assistant male or female, 25 years of age, where two or more persons over the age of 19 years are employed ..	276 0
*All others Male	266 0
*All others Female	199 0

* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

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

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No. 88] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in *Government Gazette* No. 555 of the 17th July, 1952, shall be replaced by the following clause:—

2. (*a*) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		s. d.			*s. d.*
15 years of age or under	31	71 0	15 years of age or under	37	63 6
16 years of age	44	101 0	16 years of age	43	73 6
17 years of age	60	137 6	17 years of age	56	96 0
18 years of age	78	178 6	18 years of age	70	120 0
19 years of age	97	222 0	19 years of age	83	142 6
20 years of age	100 plus 15s.	244 0	20 years of age	97	166 6

No. 88.—827/53.—PRICE 3D.

PROPORTION (IN ANY SHOP).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers.

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

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

(*b*) OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies :—	Wages per week of 40 hours.	
	Males.	Females.
	s. d.	*s. d.*
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	281 0	259 6
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—		
Male	272 0	..
Female—		
Where one or more adult males are under her control	..	250 6
In other cases	..	199 6
Other employees	266 0	187 0

(*c*) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (*a*) or (*b*) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

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

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No. 89] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination published in *Government Gazette* No. 560 of the 17th July, 1952, shall be replaced by the following clause :—

2.

Apprentices and Improvers.

Males.			Females.		
—	Percentage of Basic Wage.	Weekly Wage.	—	Percentage of Female Basic Wage.	Weekly Wage.
		s. d.			s. d.
15 years of age or under ..	30	68 6	15 years of age or under ..	37	63 6
16 years of age	39	89 6	16 years of age	43	73 6
17 years of age	48	110 0	17 years of age	53	91 0
18 years of age	60	137 6	18 years of age	63	108 0
19 years of age	73	167 0	19 years of age	74	127 0
20 years of age	87	199 0	20 years of age	85	146 0

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.

Wages per Week of 40 Hours.

	s.	d.
(*a*) Manager or Departmental Manager	267	6
(*b*) Manageress or Departmental Manageress ..	196	3
(*c*) Shop Assistants—		
(i) Males	257	3
(ii) Females	183	0

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

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

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No. 90] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

Clause 2 of the Determination published in *Government Gazette* No. 561 of the 17th July, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages.	Per Week of 40 Hours. Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
15 years of age or under	31	71 0	36	61 6
16 years of age ..	38	87 0	46	79 0
17 years of age ..	48	110 0	56	96 0
18 years of age ..	62	142 0	65	111 6
19 years of age ..	76	174 0	75	128 6
20 years of age ..	91	208 6	84	144 0

PROPORTIONS (*by* any employer).

Apprentices.

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

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Two improvers to each adult worker receiving not less than 253s. 6d. per week of 40 hours in the case of a male adult and 171s. 6d. per week of 40 hours in the case of a female adult.

Other Employees.

Wages.	Per Week of 40 Hours. Within the Metropolitan District. Males.	Females.	All other parts of Victoria where this Determination applies. Males.	Females.
	s. d.	s. d.	s. d.	s. d.
DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—				
Where two such persons are under his or her control	279 6	212 6	279 6	212 6
Where three or more such persons are under his or her control ..	290 0	226 6	290 0	226 6
All Others.				
(*a*) Employed in connexion with the sale or distribution of newspapers	256 6	172 0	253 6	171 6
(*b*) Employed at any other work ..	264 0	176 0	261 0	171 6

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

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

No. 90.—829/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 91] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 22 (MOTOR REQUISITES).

Clause 2 of the Determination published in *Government Gazette* No. 557 of the 17th July, 1952, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.			PROPORTION (in any Shop).
Male or Female.			
	Percentage of Basic Wage.	s. d.	
15 years of age or under	28	64 0	*Apprentices.* One apprentice to every three or fraction of three persons receiving not less than the minimum wage.
16 years of age	38	87 0	
17 years of age	52	119 0	
18 years of age	66	151 0	*Improvers.* Two improvers to every worker receiving not less than the minimum wage.
19 years of age	86	197 0	
20 years of age	100+ 5s.	234 0	

ALL OTHER EMPLOYEES.	Wages per Week of 40 Hours. Males.	Females.
	s. d.	s. d.
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	266 0	244 6
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	246 0	209 6
Other salesman or saleswoman	266 0	244 6

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.
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No. 92] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 556 of the 17th July, 1952, shall be replaced by the following clause:

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.

	Percentage of Basic Wage.	s.	d.
MALES.			
Under 16 years of age	27	62	0
16 years of age	36	82	6
17 "	46	105	6
18 "	64	146	6
19 "	81	185	6
20 "	99	226	6
FEMALES.	Percentage of Female Basic Wage.		
Under 16 years of age	36	61	6
16 years of age	45	77	0
17 "	51	87	6
18 "	59	101	0
19 "	67	115	0
20 "	76	130	6

PROPORTION (WITHIN ANY SHOP).

Apprentices.

MALES.

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

FEMALES.

One female apprentice to every three or fraction of three workers receiving not less than 205s. per week.

Improvers.

MALES.

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

FEMALES.

One female improver to every two or fraction of two workers receiving not less than 205s. per week.

Other Employees.

	Within the Metropolitan District. s. d.	Outside the Metropolitan District wherever this Determination applies. s. d.
MALES.		
(a) Person in charge of a shop *Or,* (b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	281 6	277 6
(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant ..	266 0	262 0
FEMALES.		
Females	209 0	205 0

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

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

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No. 93] **THURSDAY, FEBRUARY 26.** **[1953**

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clauses 2 and 4 of the Determination published in *Government Gazette* No. 431 of the 23rd April, 1951 shall be replaced by the following clauses:—

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	5 1 11	100 4	10 2 3
During second year's experience of teaching following registration	5 9 7	100 4	10 9 11
During third year's experience of teaching following registration	5 17 4	100 4	10 17 8
During fourth year's experience of teaching following registration	6 5 0	100 4	11 5 4
During fifth year's experience of teaching following registration	6 12 8	100 4	11 13 0
During sixth year's experience of teaching following registration	7 0 4	100 4	12 0 8
During seventh year's experience of teaching following registration	7 8 1	100 4	12 8 5
During eighth year's experience of teaching following registration	7 15 9	100 4	12 16 1
During ninth year's experience of teaching following registration and thereafter	8 3 6	100 4	13 3 10

PART-TIME TEACHER.

4. (*a*) A part-time registered teacher shall be paid 10s. plus 3s. 4d. cost of living addition, total 13s. 4d., per hour or part thereof on a weekly total.

(*b*) A part-time non-registered teacher shall be paid 8s. 9d. plus 3s. 4d. cost of living addition, total 12s. 1d., per hour or part thereof on a weekly total.

(*c*) Subject to the provisions of clause 9 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

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

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No. 94] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination made on the 3rd December, 1952, and in force on the 1st December, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages per Week.	Percentage of Basic Wage.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
		s. d.	s. d.	s. d.
Under 16 years of age	66	151 0	1 6	152 6
16 years of age and under 17 years of age	72	165 0	1 9	166 9
17 years of age and under 19 years of age	93	213 0	2 0	215 0
19 years of age and under 20 years of age	100 plus 8s.	237 0	2 6	239 6
20 years of age and under 21 years of age	100 plus 23s. 6d.	252 6	2 9	255 3

Proportion (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 300s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board

Improvers.

One improver to every four workers receiving not less than 300s. 6d. per week.

Other Employees.

Wages per Week.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Carcass skinners ..	302 6	4 0	306 6
All others	296 6	4 0	300 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 3s. per shift.

* *Note.*—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

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

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No. 95] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1240 of the 30th November, 1951, shall be replaced by the following clauses:—

2. —	Wages per Week of 40 Hours. Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.		Other Parts of Victoria where the Determination Applies.	
	s.	d.	s.	d.
Bedstead smith	254	0	251	0
Chill fitter called on to design and model	269	0	266	0
Other chill fitter	254	0	251	0
Machinist	251	0	248	0
Plater in charge	266	0	263	0
Plater's assistant	252	0	249	0
Polisher and grinder	253	0	250	0
Chipper and caster	250	0	247	0
Bedstead fitter and mounter	254	0	251	0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	253	0	250	0
Japanner and lacquerer	251	0	248	0
Other employees with not less than three months' experience in the industry	238	0	235	0
All others	232	0	229	0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

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

(*b*) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.

(*c*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(*d*) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(*e*) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(*f*) 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, viz., the highest for the disabilities so prevailing.

No. 95.—983/53.—PRICE 3D.

4.

JUNIOR MALE AND FEMALE LABOUR.

Wages Per Week of 40 Hours.

—	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable— Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Total Wage Payable— Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	..	171 6	169 6
All others	75	16 0	..	187 6	185 6
II.—Junior Females.					
17 years of age and under	52	3 6	..	92 6	91 6
18 years of age	62	4 0	..	110 6	109 0
19 years of age	72	4 6	..	128 0	126 6
20 years of age	82	5 0	..	145 6	144 0
III.—Junior Males.					
Under 16 years of age	24	2 0	..	57 0	56 0
16 years of age	34	3 0	..	81 0	80 0
17 years of age	46	4 0	..	109 6	108 0
18 years of age	58	5 0	..	138 0	136 0
19 years of age	73	6 0	..	173 0	171 0
20 years of age	88	7 0	..	208 6	206 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.					
IV.—Junior Males (Foundries).					
Under 16 years of age	24	2 0	1 0	58 0	57 0
16 years of age	32	2 6	1 9	77 6	76 6
17 years of age	58	5 0	3 0	141 0	139 0
18 years of age	73	6 0	4 0	177 0	175 0
19 years of age and over	88	7 0	4 6	213 0	210 6

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

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

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

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

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No. 96] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

BUILDERS' LABOURERS BOARD

Clause 1 of Part I., and Clause 1 of Part II. of the Determination published in *Government Gazette* No. 504 of the 20th June, 1952, shall be replaced by the following Clauses :—

PART I.

This part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry.

WAGES.

1. (*a*) For skilled builders' labourers—7s. 1¾d. per hour.

For ordinary builders' labourers—6s 10¾d. per hour.

(NOTE.—To the above amounts must be added any allowance payable in accordance with clause 6 of this Part.)

(*b*) "Builders' labourer—skilled" means an employee engaged upon the work of steel and/or aluminium alloy structural erector (on steel and/or aluminium alloy frame buildings) or engaged in the erection of prefabricated aluminium alloy buildings, gear hand, rigger, pile driver, tackle hand, gantry hand, or crane hand, dogman, scaffolder, powder monkey, drainer, demolisher, jack hammerman, winch or hoist driver or mixer driver, steel and/or bar bender bending to plan or pattern.

(*c*) "Builders' Labourer—ordinary" means an employee engaged under this Determination in occupations other than those set out in sub-clause (*b*) of this clause.

Definition.

(*d*) "Federation" means the Australian Builders' Labourers' Federation

PART II.

This Part applies to the employment of persons employed as builders' labourers in mixed industry as defined in clause 12 of this Part.

WAGES PER WEEK.

1. (*a*)

—	Higher Grade.	Lower Grade.
	£ s. d.	£ s. d.
Builders' labourer..	13 1 0	12 12 0

Provided that where an employee is engaged on work other than "maintenance" as defined in clause 12 of this Part, the above-stated wage rates shall be increased by an additional amount at the rate of 2s. 6d. per week when so employed. Such is the additional amount referred to in the proviso to clause 13 of this Part.

(*b*) An employee whose employment is terminated by the employer within six months of his employment for any cause other than for malingering, inefficiency, neglect of duty or misconduct, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

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

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

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No. 97] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

CARPENTERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 511 of the 17th May, 1951, as amended by the Determination of the Industrial Appeals Court published in *Government Gazette* No. 265 of the 17th March, 1952, shall be replaced by the following clause :—

WAGES.

2. (i) Applicable to employees engaged on hourly hiring.

Adult Employees (other than Apprentices)	*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) For stock work	7 2¼	7 4¼	7 1¼
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	7 9	7 11	7 8
(iii) For work of employees in a mixed enterprise ..	7 9	7 11	7 8
(iv) For building construction work	7 10¾	8 0¾	7 9¾

* These rates are loaded to cover payment for Public Holidays, Sick Leave, and time lost in following the job.

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

(ii) Applicable to employees engaged on weekly hiring.

Adult Employees (other than Apprentices).	†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) For stock work	13 5 3	13 11 9	13 2 3
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	14 6 0	14 12 6	14 3 0
(iii) For work of employees in a mixed enterprise ..	14 6 0	14 12 6	14 3 0
(iv) For building construction work	14 11 6	14 18 0	14 8 6

† Employees on weekly hiring are entitled to the provisions of clauses 12 and 23 in respect of Public Holidays and Sick Leave.

No. 97.—986/53.—PRICE 3D

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed :—

(a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination, or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned in this Determination.

(b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.

(c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.

(ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work in a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connexion with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation, or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed.

Clauses, other than clause 2 of the said Determination, as amended by the Industrial Appeals Court on the 8th May, 1951, and the 4th March, 1952, shall remain in force.

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

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No. 98] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 40 of the 22nd January, 1951, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees .. .. £14 16 0 per week of 40 hours.

JUNIORS.

3. (*a*) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
(i) under a contract of apprenticeship as hereinafter provided;
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
(iii) as a female improver.

(*b*) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.		Number of Improvers.
One or Two	One	or	One
Three or four	One	and	One
		or	
	Two	and	Nil
Five, six, or seven	Two	and	Two
		or	
	Three	and	One
		or	
	Four	and	Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven		

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(*c*) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(*d*) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

No. 98.—897/53.—PRICE 3D.

(*e*) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

	Percentage of Basic Wage.	£	s.	d.
(i) Five-year term—				
First year	35	4	0	0
Second year	47	5	7	6
Third year	64	7	6	6
Fourth year	85	9	14	6
Fifth year	100 + 16s.	12	6	0
(ii) Four-year term—				
First year	42	4	16	0
Second year	64	7	6	6
Third year	85	9	14	6
Fourth year	100 + 16s.	12	5	0

(*f*) *Wages of Improvers.*—The minimum weekly wages of improvers shall be :—

First year	35	4	0	0
Second year	47	5	7	6
Third year	64	7	6	6
Fourth year	85	9	14	6
Fifth year	100 + 16s.	12	5	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(*g*) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(*h*) *Attendance at Approved Art Schools*—

(i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.

(ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.

(iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.

(iv) Until further order schools approved by the said Board shall be :—

Melbourne Technical College;
Swinburne Technical College, Glenferrie.
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(*i*) *Cancellation or Suspension of Indenture.*—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.

(*j*) *Lost Time.*—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.

(*k*) *Prohibition of Premiums.*—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.

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

(*m*) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 99] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 570 of the 24th July, 1952, shall be replaced by the following clause:—

2. WEEKLY WAGES.

—	Town Travellers.	Country Travellers and Territory Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	14 2 0	15 7 0
Special Travellers	15 2 0	16 7 0
Other Travellers	15 2 0	16 7 0
		An additional amount of £1 10s. shall be paid to a Traveller required by his employer to be away from his home or head-quarters for any week-end.

(See Clause 11 for Definitions.)

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.
No. 99.—988/53.—PRICE 3D.

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No. 100] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

GLASSWORKERS BOARD.

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

2. FLINT GLASS SECTION.

Apprentices.	Percentage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Percentage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		s. d.			s. d.	s. d.
1st year's experience ..	52	119 0	1st year's experience ..	48	110 0	48 5⅔
2nd year's experience ..	59	135 0	2nd year's experience ..	64	146 6	
3rd year's experience ..	68	155 9	3rd year's experience ..	74	169 6	
4th year's experience ..	76	174 0	4th year's experience and until reaching the age of 21 years	86	197 0	
5th year's experience .. and thereafter the minimum adult wage or piecework price	82	187 9				

Proportion (in any Place).

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

No. 100.—994/53.—PRICE 3D.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age ..	28	64 0	Under 15 years of age ..	34	58 3
16 years, but under 17 years of age	32	73 3	15 years, but under 16 years of age	36	61 9
17 years, but under 18 years of age	41	94 0	16 years, but under 17 years of age	47	80 6
18 years, but under 19 years of age	57	130 6	17 years, but under 18 years of age	52	89 3
19 years, but under 20 years of age	67	153 6	18 years, but under 19 years of age	56	96 0
20 years, but under 21 years of age	76	174 0	19 years, but under 20 years of age	66	113 3
			20 years, but under 21 years of age	75	128 6

and thereafter the minimum adult wage or piecework price.

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

and thereafter the minimum wage payable to adult females.

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

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

—	Per Week.
Males.	£ s. d.
Furnacemen	13 6 6
Lehr attendants	12 7 0
Stickers-up to melter press shop (3 stickers-up)	12 15 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines	12 7 0
Crackers-off on Dip and Blow and Y machines	12 7 0
Melters on side Lever press glazers and battery jar press	12 9 6
Ball blowers 1st year	12 7 0
Ball blowers 2nd year	12 14 6
Ball blowers 3rd year	13 2 0
Taker-out on side lever press	12 9 6
Assistants to journeymen	12 2 0
Auxiliary to Glass Manufacture.	
Batch mixers	12 14 0
Batch mixers' Assistants	12 8 0
Handlers of raw materials (as defined)	12 7 0
Packers performing any part of the operation of packing ware in straw and headed-up packages ..	12 18 0
Packers doing other packing (as defined)	12 6 0
Packers doing nested cartons (as defined)	12 6 0
Packers doing partitioned cartons (as defined)	12 11 0
Headers-up packed case	12 6 0
Warehouse Assemblers	12 6 0
Warehousemen	12 7 6
Loaders in delivery section	12 15 0
Stackers in delivery section	12 11 0
Sorters	12 13 0
Mould paster	12 11 0
Glass Finishing and Decorating Section.	
Grinders and polishers on flat and upright wheels	12 6 0
Cutters-off	12 6 0
Operators on glazing machines	12 6 0
Operators on searing-off machines	12 8 0
Operators on sandblast booth	12 17 0
Acid dippers	12 10 0
Glister colour handlers	12 10 0
Sprayer	12 15 0
Other adult labour except where hereafter specified	12 2 0
Females.	
Adult females	8 11 6

Adult Glassworkers.

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

Journeymen.	Per Day.
	s. d.
Blowers—	
12″ and under	57 11 2/5
Over 12″ and up to 18″	60 10 2/5
Over 18″	65 10 2/5
Press workers—	
Press workers on general ware up to 2 lb.	55 8 2/5
Press workers on general ware 2 lb. to 5 lb.	56 8 2/5
Press workers on general ware over 5 lb.	59 8 2/5
Dip mould workers—	
Blowers	55 2 2/5
Gatherers	55 2 2/5

Allowance for Skilled Glassworkers.

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

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

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

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

—	Percentage of Basic Wage.	Wages per Week.
		s. d.
15 years of age	35	80 3
16 years of age	43	98 6
17 years of age	55½	127 0
18 years of age	70	160 3
19 years of age	77	176 3
20 years of age	93	213 0
and thereafter the minimum wage or piecework price.		

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

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

—	Wages per Week.
	£ s. d.
Furnacemen	10 11 0
Salt cake burners	10 11 0
Lehrmen	10 5 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	10 5 6
Salt cake burners' assistants	10 5 6
Packers packing in bags or straw	10 4 6
Sorters	10 4 6
Lister truck hands and assistants	10 3 6
All others	10 2 0

NOTES.

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

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

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

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

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

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

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No. 101] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February,, 1953.

RAY H. BEERS,
Secretary for Labour.

GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 393 of the 19th April, 1951, shall be replaced by the following clause:—

2. (*a*) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week. s. d.			Per Week. s. d.
Under 16 years of age	41	94 0	Under 16 years of age	51	87 6
16 years of age and under 17 years of age	46	105 6	16 to 17 years of age	53	91 0
17 years of age and under 18 years of age	54	123 6	17 to 18 years of age	65	111 6
18 years of age and under 19 years of age	64	146 6	18 to 19 years of age	72	123 6
19 years of age and under 20 years of age	75	171 6	19 to 20 years of age	84	144 0
20 years of age and under 21 years of age	89	204 0	20 to 21 years of age	95	163 0

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

No. 101.—995/53.—PRICE 3D.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.
One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work :—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(*b*) OTHER EMPLOYEES.

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 1.—Grocers' Sundries.		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	13 8 6	13 5 6
Honey blenders	13 3 6	13 0 6
Men roasting and/or grinding and who mix or blend coffee or chicory	13 3 6	13 0 6
Assistant millers	13 1 0	12 18 0
Coffee essence makers	13 1 0	12 18 0
Bagged goods carriers and/or stackers	13 1 0	12 18 0
Cellarmen in charge and working at loading, unloading and despatching by-products	13 1 0	12 18 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	12 18 0	12 15 0
Roasters of other commodities than coffee or chicory	12 18 0	12 15 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	12 18 0	12 15 0
Mixers or blenders	12 18 0	12 15 0
Kilnmen and/or bleachers	12 13 6	12 10 6
Mill hands	12 11 0	12 8 0
Men engaged drawing off finished products and/or by-products in cereal mills	12 11 0	12 8 0
Men engaged at oat cleaning and/or grading	12 11 0	12 8 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 2.—Starch, Starch Products and Cornflour.		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	13 8 6	13 5 6
Assistant millers	13 1 0	12 18 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	13 1 0	12 18 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	13 1 0	12 18 0
Steepmen	12 16 0	12 13 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	12 14 0	12 11 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	12 13 6	12 10 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	12 11 0	12 8 0
Men grinding starch and/or cornflour	12 11 0	12 8 0
Mill hands	12 11 0	12 8 0
Starch and/or cornflour shovellers	12 11 0	12 8 0
Leading hand—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 3.—Rice.		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	13 8 6	13 5 6
Assistant millers	13 1 0	12 18 0
Mill hands	12 11 0	12 8 0
Men engaged drawing off broken rice, bran, straw, and/or rice	12 11 0	12 8 0
Men engaged taking off and/or sewing and/or stacking rice	12 11 0	12 8 0
Rice meal rammers	12 11 0	12 8 0
Rice hull packers	12 11 0	12 8 0
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0

OTHER EMPLOYEES—*continued*.

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 4.—Gluten, Glucose and Allied Products.		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	13 1 0	12 18 0
Convertor men	13 1 0	12 18 0
Flour mixers or men feeding mixers and/or bagging dry gluten	12 16 0	12 13 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	12 13 6	12 10 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	12 13 6	12 10 6
Pumpmen	12 11 0	12 8 0
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 5.—Macaroni and Allied Products.		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	13 6 0	13 3 0
Paste makers	12 12 0	12 9 0
Hydraulic press attendants	12 12 0	12 9 0
Women working in dough room and vermicelli twisting and spaghetti spreading	9 9 0	9 7 0
All other male adults	12 6 0	12 3 0
All other female adults	9 4 0	9 2 0
Division 6.—Cereal Breakfast Foods.		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	13 1 0	12 18 0
Men in charge of and working rollers	13 1 0	12 18 0
Men in charge of and working at toasting flakes or biscuits (oven men)	13 1 0	12 18 0
Grinding and milling machinists	12 12 0	12 9 0
Fillers and/or makers	12 12 0	12 9 0
Pressmen	12 12 0	12 9 0
Conveyor workers	12 12 0	12 9 0
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 7.—Malt Extract.		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	13 8 6	13 5 6
Vacuum pan attendants	13 1 0	12 18 0
Men operating and in charge of grain crushers, mixing and filling machines	12 18 6	12 15 6
Men working at and in charge of dehydrators	12 18 6	12 15 6
Man working at and in charge of store	12 17 0	12 14 0
Man working at and in charge of spent grain bins	12 17 0	12 14 0
All other adult males	12 13 0	12 10 0
Division 8.—Maize Products.		
Millers and/or stonedressers	13 8 6	13 5 6
Man engaged on cornflour packing machine	13 1 0	12 18 0
Convertor men	13 1 0	12 18 0
Man in charge of and working at macerators	13 1 0	12 18 0
Vacuum pans men	13 1 0	12 18 0
Men in charge of and working in drip rooms	13 1 0	12 18 0
Dextrine and/or custard mixer and/or blender	12 18 0	12 15 0
Weighbridge attendants	12 18 0	12 15 0
Steepmen	12 16 0	12 13 0
Millers' assistants	12 16 0	12 13 0
Feed dryers	12 16 0	12 13 0
Silk reel repairers	12 13 6	12 10 6
Men engaged on char filters	12 13 6	12 10 6
Char kilnmen	12 13 6	12 10 6
Oliver filtermen	12 13 6	12 10 6
Oil expeller men	12 13 6	12 10 6
Reels and cracker men	12 13 6	12 10 6
Neutralizer men	12 13 6	12 10 6
Drip room men	12 13 6	12 10 6
Maize receiving and cleaning operators	12 11 0	12 8 0
Sample men	12 11 0	12 8 0
Liquor presses	12 11 0	12 8 0
Feed press valve men	12 11 0	12 8 0

OTHER EMPLOYEES—*continued.*

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 8.—Maize Products—(continued).		
Cones men	12 11 0	12 8 0
Flushing system men	12 11 0	12 8 0
Paddlers	12 11 0	12 8 0
Pumpmen	12 11 0	12 8 0
Starch-house kilnmen	12 11 0	12 8 0
Polly feed and/or oil meal baggers and sewers	12 11 0	12 8 0
Bulk cornflour baggers and sewers	12 11 0	12 8 0
Assistant operators on macerators	12 11 0	12 8 0
Yardmen	12 11 0	12 8 0
Women employed at scraping starch	9 9 0	9 7 0
Women employed on custard powder filling machines	9 9 0	9 7 0
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All other female adults	9 4 0	9 2 0
Division 9.—Tallow.		
Employees engaged in preparation of tallow—		
Tallow samplers	12 11 0	12 8 0
Man in charge of liquefying tallow	12 18 0	12 15 0
Assistant liquefying tallow	12 14 6	12 11 6
Operator of bleaching plant	12 13 6	12 10 6
Operator of pumps and/or blowers	12 11 0	12 8 0
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 10.—Fatty Acids and Candles.		
Operator of tallow splitting vats	13 2 6	12 19 6
Operator of filter presses and/or reagent-making plant	13 2 6	12 19 6
Operator of fatty acid stills	13 2 6	12 19 6
Stillman's assistant and/or pumpman	12 13 6	12 10 6
Cupboard runners	12 16 0	12 13 0
Press room ganger (or charge hand in press room)	13 2 6	12 19 6
Operator in charge of black acid presses	12 11 0	12 8 0
Operator of oliver filters	13 2 6	12 19 6
Pumpman	12 13 6	12 10 6
Storeman in oliene store	12 12 0	12 9 0
Vatmen treating stearine	12 16 0	12 13 0
Candle moulder—after 12 months' experience	12 16 0	12 13 0
Candle moulder with less than 12 months' experience	12 11 0	12 8 0
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
Division 11.—Soap and Soda.		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	12 16 6	12 13 6
Soda crystal maker	12 16 0	12 13 0
Assistant soda crystal maker	12 11 0	12 8 0
Assistant soap maker	13 3 6	13 0 6
Soap pumpmen	12 16 0	12 13 0
Lye runner	12 11 0	12 8 0
Operator of power mixers and/or crutchers	12 16 0	12 13 0
Soap crutcher by hand	12 13 0	12 10 0
Soap cutting machinist	12 13 0	12 10 0
Head soap cutter by hand	12 13 0	12 10 0
Soap cutter by hand	12 8 6	12 5 6
Stampers by foot or hand	12 11 0	12 8 0
Operator of automatic stamping, wrapping, or packing machines	12 11 0	12 8 0
Operator of automatic soap dryers	12 11 0	12 8 0
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Milling of Toilet Soap—		
Milling room foreman	12 16 6	12 13 6
Man in charge of, and actually milling soap	12 16 6	12 13 0
Soap miller	12 11 0	12 8 0
Mixing and/or blending toilet soap chips	12 11 0	12 8 0
Pulverising and/or dressing pulverized soap	12 11 0	12 8 0
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0

OTHER EMPLOYEES—*continued.*

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
Division 12.—Soap Powders and Soap Extracts.	£ s. d.	£ s. d.
Operator of power mixer and/or crutcher	12 16 0	12 13 0
Operator of soap powder mill	12 16 0	12 13 0
Truckers and assistants to operators of mixers, crutchers or mills	12 9 0	12 6 0
Leading hands—10s. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 13.—Glycerine.		
Operator of evaporators	13 2 6	12 19 6
Assistant operator of evaporators	12 13 6	12 10 6
Operator of glycerine stills	12 2 6	11 19 6
Men preparing charcoal for refining glycerine	12 13 6	12 10 6
Filter press hand	12 11 0	12 8 0
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 14.—Polishing Materials.		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	13 6 0	13 3 0
Mill hands as defined	12 18 6	12 15 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	12 13 0	12 10 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 15.—Peanuts.		
Roaster, man in charge	13 3 6	13 0 6
Cooker, man in charge	13 1 0	12 18 0
Division 16.—Matches.		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	12 13 6	12 10 6
Skillet and/or splint choppers	12 12 0	12 9 0
Paste makers	12 11 0	12 8 0
Wax mixers	12 11 0	12 8 0
Slitters	12 11 0	12 8 0
Gum grinders	12 11 0	12 8 0
Dogmen	12 11 0	12 8 0
Painting machine attendants (men)	12 11 0	12 8 0
Men operating two-way scorers	12 11 0	12 8 0
Leading hands—7s. 6d. per week additional		
All other male adults	12 6 0	12 3 0
All female adults	9 4 0	9 2 0
Division 17.—General.		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(*a*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	12 18 9	12 15 9
(ii) seven or more such persons	13 12 9	13 9 9
(*b*) Works singly	12 16 6	12 13 6
(*c*) Storemen and/or packers	12 12 0	12 9 0

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause :—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Cooee cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

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

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

VICTORIA
GOVERNMENT GAZETTE.

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No. 102] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD.

Clauses 2, 3, 36 and 52 of the Determination published in *Government Gazette No.* 859 of the 10th November, 1952, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2. APPRENTICES AND IMPROVERS.

—	Wages (see below for Deductions where Board or Lodging is Provided).				—
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	s. d.	s. d.	s. d.	s. d.	
17 years of age	109 6	..	108 0	..	*Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage. *Improvers.* Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
18 years of age	138 0	110 6	136 0	109 0	
19 years of age	173 0	128 0	171 0	126 6	
20 years of age	208 6	145 6	206 0	144 0	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

No. 102.—997/53.—PRICE 3D.

HOTELS AND WINE SALOONS—*continued.*

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.	s. d.	s. d.	s. d.	s. d.
Barman	259 0	..	256 0	..
Cellarman	271 0	..	268 0	..
Assistant Cellarman	259 0	..	256 0	..
Barmaids	..	259 0	..	256 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	299 0	241 6	296 0	240 3
Five, six, or seven	289 0	231 6	286 0	230 3
Three or four	271 0	213 6	268 0	212 3
Other first cooks, or cook employed alone	265 0	207 6	262 0	206 3
Second cook where number of persons employed in kitchen is—				
Eight or more	281 6	224 0	278 6	222 9
Five, six, or seven	271 6	214 0	268 6	212 9
Other second cooks	259 0	205 6	256 0	204 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	281 6	224 0	278 6	222 9
Five, six, or seven	271 6	214 0	268 6	212 9
Other night or relieving cooks	259 0	201 6	256 0	200 3
Larder cook	262 0	204 6	259 0	203 3
Pastrycook	265 0	207 6	262 0	206 3
Stove, grill, fish, third or breakfast cook	259 0	201 6	256 0	200 3
Vegetable or assistant cook	256 0	198 6	253 0	197 3
Oysterman	249 0	..	246 0	..
Pantryman or kitchenman	249 0	..	246 0	..
Storeman	256 0	..	253 0	..
Head waiter	259 0	..	256 0	..
Other waiters (Drink and/or food)	249 0	..	246 0	..
Night porter	249 0	..	246 0	..
Day porter	249 0	..	246 0	..
Billiard-room attendant	249 0	..	246 0	..
Commissionaire or messenger	249 0	185 6	246 0	184 3
Housekeeper, stewardess, or manageress	..	201 6	..	200 3
Laundress	..	189 6	..	188 3
Head waitress	..	191 6	..	190 3
Other waitresses	..	185 6	..	184 3
Pantrymaid or kitchenmaid	..	185 6	..	184 3
Housemaid	..	185 6	..	184 3
Persons not otherwise provided for	249 0	185 6	246 0	184 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	Per week of 20 hours 104 0	..	Per week of 20 hours 103 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (*a*) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 48s. per week.

(*b*) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(*c*) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

CLUBS.

36. APPRENTICES OR IMPROVERS.

—	Males. Percentage of Basic Wage.	Males. Wages Per Week.	Females. Percentage of Female Basic Wage.	Females. Wages Per Week.	Proportion (in any place).
		s. d.		s. d.	
16 years of age or under	45	103 0	48	82 6	MALES OR FEMALES. *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage. *Improvers.* One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age ..	52	119 0	56	96 0	
18 years of age ..	59	135 0	59	101 0	
19 years of age ..	70	160 6	63	108 0	
20 years of age ..	90	206 0	70	120 0	

OTHER EMPLOYEES.

—	† Wages. Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura. Males. Per Week of 40 Hours.	Females. Per Week of 40 Hours.	In all other parts of Victoria. Males. Per Week of 40 Hours.	Females. Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	259 0	..	256 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	299 0	236 6	296 0	234 9
Five, six, or seven	289 0	225 6	286 0	224 9
Three or four	271 0	208 6	268 0	206 9
Other first cooks or cook employed alone ..	265 0	202 6	262 0	200 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	281 6	219 0	278 6	217 3
Five, six, or seven	271 6	209 0	268 6	207 3
Less than five	259 0	200 6	256 0	198 9
Larder cook	262 0	199 6	259 0	197 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	261 0	197 6	258 0	195 9
Third, stove, grill, fish, or breakfast cook ..	259 0	196 6	256 0	194 9
Vegetable or assistant cook	256 0	193 6	253 0	191 9
Oysterman	249 0	..	246 0	..
Pantryman or kitchenman	249 0	..	246 0	..
Storeman	256 0	..	253 0	..
Head waiter	259 0	..	256 0	..
Other waiters	249 0	..	246 0	..
Night porter	249 0	..	246 0	..
Day porter	249 0	..	246 0	..
Billiard-room attendant	249 0	..	246 0	..
Commissionaire or messenger	249 0	..	246 0	
Housekeeper, stewardess, or manageress ..	..	196 6	..	194 9
Laundress	..	184 6	..	182 9
Head waitress or supervisor	..	186 6	..	184 9
Other waitresses	..	180 6	..	178 9
Pantrymaid or kitchenmaid	..	180 6	..	178 9
Counterhand	..	180 6	..	178 9
Housemaid	..	180 6	..	178 9
Linen maid or seamstress	..	185 0	..	183 3
Persons not otherwise provided for	249 0	180 6 Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.	246 0	178 9 Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	105 6	..	104 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (*b*) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

(i) provides meals which are consumed by the employee—

(*a*) for each substantial meal 1s. 8d. per meal less.

(*b*) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 46s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (*a*) APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours. Males. Percentage of Basic Wage.	Males. Wages Per Week.	Females. Percentage of Female Basic Wage.	Females. Wages Per Week.	Proportion (in any Place).
		s. d.		s. d.	
16 years of age or under	45	103 0	48	82 6	MALES OR FEMALES. *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage. *Improvers.* One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age ..	52	119 0	56	96 0	
18 years of age ..	59	135 0	59	101 0	
19 years of age ..	70	160 6	63	108 0	
20 years of age ..	90	206 0	70	120 0	

(*b*) OTHER EMPLOYEES.

—	† Wages. Within a radius of 25 miles of the General Post Office, Melbourne. Males. Per week of 40 hours.	Females. Per week of 40 hours.	In all other parts of Victoria. Males. Per week of 40 hours.	Females. Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	296 0	236 6	293 0	234 9
Five, six, or seven	286 0	225 6	283 0	224 9
Three or four	268 0	208 6	265 0	206 9
Other first cooks or cook employed alone ..	262 0	202 6	259 0	200 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more	278 6	219 0	275 6	217 3
Five, six, or seven	268 6	209 0	265 6	207 3
Other second cooks	256 0	200 6	253 0	198 9
Night or relieving cook	256 0	196 6	253 0	194 9
Larder cook	259 0	199 6	256 0	197 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	258 0	197 6	255 0	195 9
Third, stove, grill, fish, or breakfast cook ..	256 0	196 6	253 0	194 9
Vegetable or assistant cook	253 0	193 6	250 0	191 9
Oysterman	246 0	..	243 0	..
Pantryman or kitchenman	246 0	..	243 0	..
Storeman or storewoman	253 0	184 6	250 0	182 9
Head waiter	256 0	..	253 0	..
Other waiters	246 0	..	243 0	..
Night porter	246 0	..	243 0	..
Day porter	246 0	..	243 0	..
Billiard-room attendant	246 0	..	243 0	..
Commissionaire or messenger	246 0	..	243 0	..
Housekeeper or stewardess	..	196 6	..	194 9
Laundress	..	184 6	..	182 9
Head waitress or supervisor	..	186 6	..	184 9
Other waitresses	..	180 6	..	178 9
Pantrymaid or kitchenmaid	..	180 6	..	178 9
Fruit juice, flavour, or soda fountain hand ..	..	183 6	..	181 3
Counterhand (other than a soda fountain hand as defined)	..	180 6	..	178 9
Housemaid	..	180 6	..	178 9
Linen maid or seamstress	..	185 0	..	183 3
Persons not otherwise provided for	246 0	180 6	243 0	178 9
		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	105 6	.	104 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (*b*) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m.,

the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

(i) provides meals which are consumed by the employee—

(a) for each substantial meal, 1s. 8d. per meal less.

(b) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 46s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

Clauses, other than clauses 2, 3, 36 and 52, of the said Determination shall remain in force.

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

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No. 103] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY. H. BEERS,
Secretary for Labour.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 523 of the 25th June, 1952, shall be replaced by the following clauses :—

2.

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.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—			
Bank pipe moulder—			
5 and 6 inch, headman	13 17 6	14 4 0	13 14 6
5 and 6 inch, footman	13 9 0	13 15 6	13 6 0
4 inch and under, headman	13 12 0	13 18 6	13 9 0
4 inch and under, footman	13 2 0	13 8 6	12 19 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	12 19 6	13 6 0	12 16 6
Dresser of pipes, including dresser on emery wheels	12 19 0	13 5 6	12 16 0

No. 103.—1000/53.—PRICE 3D.

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.
Persons Employed in making Pipes by Machinery—	£ s. d.	£ s. d.	£ s. d.
Coremakers—			
5 and 6 inch, faucet	13 13 0	13 19 6	13 10 0
5 and 6 inch, spigot	13 2 0	13 8 6	12 19 0
4 inch and under, faucet	13 6 0	13 12 6	13 3 0
4 inch and under, spigot	12 18 0	13 4 6	12 15 0
Finishers and casters—			
5 and 6 inch	13 13 0	13 19 6	13 10 0
4 inch and under	13 6 0	13 12 6	13 3 0
Metal Moulding.			
Jobbing moulder and/or coremaker	14 1 0	14 7 6	13 18 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	12 17 0	13 3 6	12 14 0
2nd six months' experience	13 0 0	13 6 6	12 17 0
3rd six months' experience	13 3 0	13 9 6	13 0 0
Thereafter	13 8 0	13 14 6	13 5 0
Dresser and grinder (when using portable machine)	13 1 0	13 7 6	12 18 0
Dresser and grinder (other)	12 19 0	13 5 6	12 16 0
Furnaceman—cupola	13 6 0	13 12 6	13 3 0
Furnaceman—electric	13 5 0	13 11 6	13 2 0
Furnaceman—other	13 3 0	13 9 6	13 0 0
Assistant furnaceman	12 17 0	13 3 6	12 14 0
Loader and unloader of annealing furnace	12 17 0	13 3 6	12 14 0
Dresser, shot blast and sand blast—			
(*a*) who operates from outside a properly enclosed cabin	12 17 0	13 3 6	12 14 0
(*b*) other	13 7 0	13 13 6	13 4 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 17 0	13 3 6	12 14 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			
*Upon its true construction this classification applies to employees in foundries employed :— (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants"; (ii) wheeling sand to moulders or core shop; (iii) conveying metal either by hand runway or wheel bogie to moulders; (iv) removing castings, runners, risers, scrap or pig; (v) knocking out boxes and castings; (vi) knocking off runners; (vii) returning sand to moulders; and (viii) cleaning up.			

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.

3. APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided :—Moulder and/or coremaker—Jobbing.

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) 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.

Proportion.

(*e*) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—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.

(*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 appropriate 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 prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	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.	All Other Parts of Victoria.
Four and Five-year Terms.		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.				
1st year	34	3 18 0	4 0 0	3 17 0
2nd year	54	6 3 6	6 7 0	6 2 0
3rd year	83	9 10 0	9 15 6	9 7 6
4th year	100 plus 6s.	11 15 0	12 1 6	11 12 0

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

Hours.

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

Overtime and Shift Work.

(*j*) 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.

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

Lost Time.

(*l*) 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.

(*m*) 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.

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

Annual and Sick Leave.

(*o*) 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 exceptions 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 the undermentioned :—

WAGES PER WEEK OF 40 HOURS.

—	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		I.—Adult Females.				
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
Under one month's experience ..	75	..	..	8 11 6	8 16 6	8 9 6
All others	75	16 0	..	9 7 6	9 12 6	9 5 6
When employed in a classification for which the corresponding margin in clause 25 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.						
		II.—Junior Females.				
17 years of age and under	52	..	3 6	4 12 6	4 15 6	4 11 6
18 years of age	62	..	4 0	5 10 6	5 13 6	5 9 0
19 years of age	72	..	4 6	6 8 0	6 11 6	6 6 6
20 years of age	82	..	5 0	7 5 6	7 9 6	7 4 0
		III.—Junior Males.				
Under 16 years of age	24	..	3 0	2 18 0	2 19 6	2 17 0
16 years of age	32	..	4 3	3 17 6	3 19 6	3 16 6
17 years of age	58	..	8 0	7 1 0	7 4 6	6 19 0
18 years of age	73	..	10 0	8 17 0	9 2 0	8 15 0
19 years of age and over	88	..	11 6	10 13 0	10 18 6	10 10 6

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

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

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

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

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.

(ii) Breaking up pig iron.

(*d*) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

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

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

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No. 104] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

JEWELLERS BOARD

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No 544 of the 9th July, 1952, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) *Males.*

Classification.	—
	£ s. d.
Precious gem mounter	14 14 0
Setter of precious gems	14 14 0
Mounter—1st Class	14 1 0
Mounter—2nd Class	13 6 0
Drop hammer operator who sets dies and makes force	13 16 6
Drop hammer operator, other	12 13 0
Setter	13 11 6
Melter and alloyer	13 11 6
Lapper	13 11 6
Polisher	12 19 0
Assembler and solderer	12 19 0
Solderer, other	12 13 0
Die setter	12 15 0
Engine turner	12 11 0
Press operator	12 11 0
Process worker (as defined)	12 11 0
Carder	12 2 0
Pinner up	12 2 0
Other employees with not less than three months' experience in this industry	11 18 0
All others	11 12 0

LEADING HANDS.

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

(*b*) *Females.*

	£ s. d.
Under one month's experience	8 11 6
*All others	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, the last-mentioned rate shall be increased by the difference between 16s. and 75 per cent. of the said corresponding margin.

No. 104.—1001/53.—PRICE 3D.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (*a*) 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.

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

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

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

Proportion.

(*c*) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

3. (*h*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 13 6
2nd year	43	4 18 6
3rd year	54	6 3 6
4th year	83	9 10 0
5th year	100 + 6s.	11 15 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 18 0
2nd year	54	6 3 6
3rd year	83	9 10 0
4th year	100 + 6s.	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.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(*l*) 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.

(*m*) 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.

Annual and Sick Leave.

(*n*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 thereof respectively.

UNAPPRENTICED JUNIORS.

4. (*a*) The minimum rates of wage for unapprenticed juniors shall be as follows :—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. *s. d.*	£ *s. d.*
I.—Junior Females.			
17 years of age and under	52	3 6	4 12 6
18 years of age	62	4 0	5 10 6
19 years of age	72	4 6	6 8 0
20 years of age	82	5 0	7 5 6
II.—Junior Males.			
Under 16 years of age	24	2 0	2 17 0
16 years of age	34	3 0	4 1 0
17 years of age	46	4 0	5 9 6
18 years of age	58	5 0	6 18 0
19 years of age	73	6 0	8 13 0
20 years of age	88	7 0	10 8 6

* The percentages for junior females relate to the female Basic Wage, and for junior males to the male Basic Wage.

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

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

Prohibited Occupations.

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

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;

(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.

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

VICTORIA
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No. 105] THURSDAY, FEBRUARY 26. [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 Determinations of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay periods to commence in August, 1952, November, 1952, and February, 1953.

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

PLUMBERS BOARD.

(A) As from the beginning of the first pay period to commence in August, 1952, until the beginning of the first pay period to commence in November, 1952, clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 564 of the 17th July, 1952, shall be replaced by the following clauses :—

PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(*a*) Apprentices (other than those covered by the Apprenticeship Commission).

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year ..	29	65 0	2 8	67 8
2nd year ..	38	85 0	5 4	90 4
3rd year ..	53	118 6	8 0	166 6
4th year ..	76	170 0	10 8	180 8
5th year ..	98	219 6	13 4	232 10
6th year ..	100 plus 27s.	251 0	16 0	267 0

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 3s. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

	s. d.
1st year	78 3
2nd year	100 3
3rd year	133 10
4th year	198 9
5th year	257 5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four .. .. } workers receiving not less than £15 3s. per week.
Two improvers to fifteen .. ..
Three improvers to thirty ..
and thereafter one additional improver to every seven additional

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

No. 105.—1098/53.—PRICE 3D.

(*b*) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.				(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.			
Person employed—	Wages Per Week. £ s. d.		Wages Per Hour. s. d.	Person employed—	Wages Per Week. £ s. d.		Wages Per Hour. s. d.
(*a*) Where the artificial temperature is—				(*a*) Where the artificial temperature is—			
Over 130° F.	19 8 10		9 8¾	Over 130° F.	19 2 7		9 6¾
115° F., but not exceeding 130° F.	18 12 0		9 3½	115° F., but not exceeding 130° F.	18 5 9		9 1¾
50° F. or lower	19 8 10		9 8¾	50° F. or lower ..	19 2 7		9 6¾
(*b*) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	17 10 4		8 9	(*b*) In connexion with ammonia coils in an artificial temperature of 45° F. or lower ..	17 4 1		8 7¼
(*c*) Lead burning or at lead work connected therewith ..	16 13 6		8 4	(*c*) Lead burning or at lead work connected therewith ..	16 7 3		8 2¼
(*d*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	15 9 3		7 8¾	(*d*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	15 3 0		7 7
(*e*) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	15 9 3		7 8¾	(*e*) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	15 3 0		7 7
(*f*) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) ..	15 9 3		7 8¾	(*f*) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	15 3 0		7 7

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (*b*) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (*b*) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

Part II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.

Nature of Employment.	Wages per Week of 40 Hours. £ s. d.
Persons employed—	
(*a*) Leadburning or at lead work connected therewith	15 5 9
(*b*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	14 1 6
(*c*) In fixing any material used instead of metal for pipes, guttering, or roof covering	14 1 6
(*d*) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	14 1 6

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2. APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 1s. 6d. per week of 40 hours.

(b) IMPROVERS.*

(i) WAGES. Per Week of 40 Hours.	s. d.	(ii) PROPORTION (within any factory or place.)
1st year	78 3	One improver to four Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional workers receiving not less than £14 1s. 6d. per week
2nd year	100 3	
3rd year	133 10	
4th year	198 9	
5th year	257 5	
and thereafter the minimum wage.		

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I., and clauses 1 and 2 of Part II. of the said Determination, as amended by the Industrial Appeals Court, shall remain in force.

(B) As from the beginning of the first pay period to commence in November, 1952, until the beginning of the first pay period to commence in February, 1953, clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 564 of the 17th July, 1952, shall be replaced by the following clauses :—

Part I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

—	Percentage of Basic Wage.	Adjustable Wage. s. d.	Loading. s. d.	Total Wage. s. d.
1st year	29	66 0	2 8	68 8
2nd year	38	86 6	5 4	91 10
3rd year	53	121 0	8 0	129 0
4th year	76	173 6	10 8	184 2
5th year	98	223 6	13 4	236 10
6th year	100 plus 27s.	255 0	16 0	271 0

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 7s. 3d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

	s. d.
1st year	79 3
2nd year	101 9
3rd year	136 4
4th year	202 3
5th year	261 5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four
Two improvers to fifteen
Three improvers to thirty
and thereafter one additional improver to every seven additional
workers receiving not less than £15 7s. 3d. per week.

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

(b) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	19 13 2	9 10
115° F., but not exceeding 130° F.	18 16 4	9 5
50° F. or lower	19 13 2	9 10
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	17 14 8	8 10½
(c) Lead burning or at lead work connected therewith ..	16 17 10	8 5¼
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	15 13 7	7 10
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	15 13 7	7 10
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) ..	15 13 7	7 10

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	19 6 10	9 8
115° F., but not exceeding 130° F.	18 10 0	9 3
50° F. or lower ..	19 6 10	9 8
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower ..	17 8 4	8 8½
(c) Lead burning or at lead work connected therewith ..	16 11 6	8 3½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	15 7 3	7 8¼
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	15 7 3	7 8¼
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	15 7 3	7 8¼

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

PART II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.

Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith	15 9 9
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	14 5 6
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering	14 5 6
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	14 5 6

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2. APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 5s. 6d. per week of 40 hours.

(b) IMPROVERS.*

(i) WAGES. Per Week of 40 Hours.	s. d.	(ii) PROPORTION (within any factory or place.)
1st year	79 3	One improver to four workers receiving not less than £14 5s. 6d. per week
2nd year	101 9	Two improvers to fifteen workers receiving not less than £14 5s. 6d. per week
3rd year	136 4	Three improvers to thirty workers receiving not less than £14 5s. 6d. per week
4th year	202 3	and thereafter one additional improver to every seven additional workers receiving not less than £14 5s. 6d. per week
5th year	261 5	
and thereafter the minimum wage.		

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I., and clauses 1 and 2 of Part II. of the said Determination, as amended by the Industrial Appeals Court, shall remain in force,

(C) As from the beginning of the first pay period to commence in February, 1953, clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 564 of the 17th July, 1952, shall be replaced by the following clauses :—

PART I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year ..	29	66 6	2 8	69 2
2nd year ..	38	87 0	5 4	92 4
3rd year ..	53	121 6	8 0	129 6
4th year ..	76	174 0	10 8	184 8
5th year ..	98	224 6	13 4	237 10
6th year ..	100 plus 27s.	256 0	16 0	272 0

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 8s. 3d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

	s. d.
1st year	79 9
2nd year	102 3
3rd year	136 10
4th year	202 9
5th year	262 5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four .. .. / Two improvers to fifteen .. .. / Three improvers to thirty .. .. and thereafter one additional improver to every seven additional — workers receiving not less than £15 8s. 3d. per week.

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

(b) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	19 14 3	9 10¼
115° F., but not exceeding 130° F.	18 17 5	9 5¼
50° F. or lower	19 14 3	9 10¼
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	17 15 9	8 10¾
(c) Lead burning or at lead work connected therewith ..	16 18 11	8 5¾
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	15 14 8	7 10½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	15 14 8	7 10½
(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) ..	15 14 8	7 10½

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	19 7 10	9 8¼
115° F., but not exceeding 130° F.	18 11 0	9 3¼
50° F. or lower ..	19 7 10	9 8¼
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower ..	17 9 4	8 8¾
(c) Lead burning or at lead work connected therewith ..	16 12 6	8 3¾
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	15 8 3	7 8½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	15 8 3	7 8½
(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying)	15 8 3	7 8½

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (*b*) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (*b*) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

PART II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.

Nature of Employment.	Wages per Week of 40 Hours. £ s. d.
Persons employed—	
(a) Leadburning or at lead work connected therewith	15 10 9
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	14 6 6
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering	14 6 6
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	14 6 6

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2. APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 6s. 6d. per week of 40 hours.

(b) IMPROVERS.*

(i) WAGES. Per Week of 40 Hours.	s. d.	(ii) PROPORTION (within any factory or place.)
1st year	79 9	One improver to four Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional workers receiving not less than £14 6s. 6d. per week
2nd year	102 3	
3rd year	136 10	
4th year	202 9	
5th year	262 5	
and thereafter the minimum wage.		

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I., and clauses 1 and 2 of Part II. of the said Determination, as amended by the Industrial Appeals Court, shall remain in force.

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No. 106] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in *Government Gazette* No. 1231 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
(a) Assembly, Fitting, and Process Working.		
Assembler	12 13 0	12 10 0
Assembler after two years' experience	12 17 0	12 14 0
Carpenter on agricultural implement making (including tool allowance)	13 9 0	13 6 0
Dismantler	12 12 0	12 9 0
Implement and/or comb fitter	13 1 0	12 18 0
Implement and/or comb fitter after two years' experience	13 6 0	13 3 0
Pattern fitter and finisher	13 6 0	13 3 0
Pattern fitter and finisher required to do machining	14 1 0	13 18 0
Plough fitter	12 19 0	12 16 0
Process worker	12 11 0	12 8 0
Wheel rimmer	13 1 0	12 18 0
Windmill erector	13 1 0	12 18 0
Windmill maker other than fitter	13 0 0	12 17 0
(b) Blacksmithing, &c.		
Blacksmith's striker	12 12 0	12 9 0
Blacksmith's striker on double fires	12 14 0	12 11 0
Bulldozer operator	12 18 0	12 15 0
Hammer driver	12 14 0	12 11 0
Heater	12 12 0	12 9 0
Implement smith of five years' experience able to do all classes of implement work	13 9 0	13 6 0
Other smith (including iron bender)	13 6 0	13 3 0
(c) Dressing, Grinding, and Pickling.		
Chipper	12 12 0	12 9 0
Dresser and fettler	12 14 0	12 11 0
Emery-wheel attendant	12 14 0	12 11 0
Grinder	12 14 0	12 11 0
Grinder using portable machine	12 16 0	12 13 0
Pickler	12 9 0	12 6 0
Shot and sand blast dresser	12 16 0	12 13 0
(d) Furnacemen.		
Cupola	13 1 0	12 18 0
Electric	13 0 0	12 17 0
All other furnaces (not including small rivet or bolt heating)	12 18 0	12 15 0
Small rivet or bolt heating	12 14 0	12 11 0
Assistant	12 12 0	12 9 0

—	Wages per Week of 40 Hours. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Division I.—Agricultural Implement Section—*continued.*		
(e) Foundry.		
Jobbing moulder and/or coremaker	14 1 0	13 18 0
Loose pattern moulder	13 11 0	13 8 0
Plate and machine moulder and/or coremaker	13 3 0	13 0 0
Cupola furnaceman	13 6 0	13 3 0
Electric furnaceman	13 5 0	13 2 0
All other furnacemen	13 3 0	13 0 0
Assistant furnacemen	12 17 0	12 14 0
Dressers and fettlers	12 19 0	12 16 0
Grinders	12 19 0	12 16 0
Grinders using portable machine	13 1 0	12 18 0
Shot and sand blast dressers	13 1 0	12 18 0
(f) Inspection, &c.		
Checker	12 14 0	12 11 0
Inspector	12 14 0	12 11 0
(g) Machinists.		
1st class	14 1 0	13 18 0
2nd class	13 6 0	13 3 0
3rd class	12 17 0	12 14 0
Driller	12 14 0	12 11 0
Process worker	12 11 0	12 8 0
(h) Painting, &c.		
Dipper	12 9 0	12 6 0
Painter (brush hand)	12 12 0	12 9 0
Paint mixer	12 9 0	12 6 0
Spray painter	12 13 0	12 10 0
Writer and liner	13 1 0	12 18 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class	14 1 0	13 18 0
Sheet Metal Workers—2nd class	13 6 0	13 3 0
(j) Stores.		
Attendant at casting stores	12 9 0	12 6 0
Storeman and/or packer	12 12 0	12 9 0
(k) Welders.		
1st class	14 5 6	14 2 6
2nd class	12 17 0	12 14 0
3rd class	12 13 0	12 10 0
Tack welder	12 15 0	12 12 0
(l) Wire Workers.		
Wire drawer	12 12 0	12 9 0
Wire weaver	12 12 0	12 9 0
Division II.—Electrical.		
Electrical mechanic	14 1 0	13 18 0
Shift electrician	14 1 0	13 18 0
Tradesman, electrical fitter	14 1 0	13 18 0
Tradesman's and electrical mechanic's assistant	12 12 0	12 9 0
Division III.—Engineering.		
Electrical fitter	14 1 0	13 18 0
Machinist—1st class	14 1 0	13 18 0
Machinist—2nd class	13 6 0	12 3 0
Machinist—3rd class	12 17 0	12 14 0
Motor mechanic	14 1 0	13 18 0
Patternmaker	14 14 0	14 11 0
Toolmaker	14 14 0	14 11 0
Tradesman	14 1 0	13 18 0
Tradesman, the greater part of whose time is occupied in marking off	14 5 6	14 2 6
Tradesman, wet stone grinder and glazier	14 1 0	13 18 0
Division IV.—Engineering Smithing.		
Coppersmith	14 2 6	13 19 6
Forger and/or faggoter	14 19 6	14 16 6
Forgeman's assistant	12 14 0	12 11 0
Other smith	14 2 6	13 19 6
Toolsmith	14 5 6	14 2 6
Division V.—Wood Mill.		
Band sawyer	12 18 0	12 15 0
Bending machinist	12 15 0	12 12 0
Boring and drilling machinist	12 11 0	12 8 0
Buzzer machinist (only operating or feeding machines)	12 7 0	12 4 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	13 1 0	12 18 0
Casemaker	12 17 0	12 14 0
Casemaking sawyer	12 8 0	12 5 0
Circular sawyer	12 18 0	12 15 0

—	Wages per Week of 40 Hours. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Part Victoria.
	£ s. d.	£ s. d.
DIVISION V.—WOOD MILL—*continued.*		
Crosscut sawyer	12 11 0	12 8 0
Morticing machinist	12 11 0	12 8 0
Moulding machinist (where the machinists set up their machines only)	12 19 0	12 16 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 8 0	13 5 0
Pulling out machinist	12 10 0	12 7 0
Sanding machinist	12 15 0	12 12 0
Saw doctor	14 7 0	14 4 0
Shaper machinist	13 13 6	13 10 6
Stacker	12 10 0	12 7 0
Tenoning machinist (only operating or feeding machines)	12 9 0	12 6 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 5 0	13 2 0
Thicknesser machinist	12 14 0	12 11 0
Turner	13 13 6	13 10 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	13 0 0	12 17 0
Carpenter (other than agricultural implement making)	14 1 0	13 18 0
Currier	13 10 0	13 7 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	11 18 0	11 15 0
Employee not elsewhere classified	11 12 0	11 9 0

APPRENTICESHIP.

5. (*a*) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed :—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(*b*) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows :—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(*c*) 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.

(i) The period of apprenticeship shall be as follows :—

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

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) Until further order, any contract of apprenticeship hereafter made 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows :—

—	Total Wage Payable. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Four and five-year terms—		
1st year	3 5 0	3 4 0
2nd year	4 10 6	4 9 0
3rd year	6 0 6	5 19 0
4th year	9 10 0	9 7 6
5th year	11 15 0	11 12 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 14 0	3 13 0
2nd year	6 0 6	5 19 0
3rd year	9 10 0	9 7 6
4th year	11 15 0	11 12 0

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

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

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

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

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

(x) 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 the Determination for the trade, 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.

(xi) 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.

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

(xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

Unapprenticed Male Juniors and Females.

6. (*a*) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

Wages per Week of 40 Hours.

—	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
I.—Adult Females.		
Under one month's experience	8 11 6	8 9 6
All others	9 7 6	9 5 6
II.—Junior Females.		
17 years of age and under	4 12 6	4 11 6
18 years of age	5 10 6	5 9 0
19 years of age	6 8 0	6 6 6
20 years of age	7 5 6	7 4 0
III.—Male Juniors.		
Under 16 years of age	2 17 0	2 16 0
16 years of age	4 1 0	4 0 0
17 years of age	5 9 6	5 8 0
18 years of age	6 18 0	6 16 0
19 years of age	8 13 0	8 11 0
20 years of age	10 8 6	10 6 0
IV.—Junior Males (Foundries).		
Under 16 years of age	2 18 0	2 17 0
16 years of age	3 17 6	3 16 6
17 years of age	7 1 0	6 19 0
18 years of age	8 17 0	8 15 0
19 years of age and over	10 13 0	10 10 6

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

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

(*b*) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry 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 prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (*d*).

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

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No. 107] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

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

2.

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES.	
	(*Including non-adult females of at least five years' experience.*)	£ s. d.
1	Female head packer when employed as such	9 16 0
2	Packer	10 10 6
3	Female feeder employed on carton-cylinder machine	9 13 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(*a*) when covered with paper	9 13 6
	(*b*) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	10 0 0
5	Female employee—	
	(*a*) controlling Stokes and Smith (or similar) covering machine	9 16 0
	(*b*) controlling and/or setting up automatic carton-gluing machine	9 16 0
	(*c*) employed on any other machine used in cardboard box making, container making, or carton making	9 14 0
6	Female carton maker, including puller out and stripper	9 10 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	9 12 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	9 12 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	9 19 6
	(*b*) from nine to fifteen employees (both inclusive)	10 11 0
	(*c*) over fifteen employees	10 18 6
10	Female employee not otherwise specified	9 4 0

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS.

4.

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

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

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

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

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £8 16s. 10d. for each full week worked or a pro-rata amount according to the time actually worked if less than a full week be worked.

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No. 108] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

DAIRY FARM WORKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 938 of the 6th September, 1951, as amended by a Determination of the Industrial Appeals Court published in *Government Gazette* No. 2 of the 7th January, 1952, and re-numbered clauses 2 and 14 respectively shall be replaced by the following clauses :—

WAGES PER WEEK.

2.

Age.	Percentage of Basic Wage.	Wages. Male.	Wages. Female.
		£ s. d.	£ s. d.
Under 16 years ..	52	5 19 0	4 9 0
16–17 years	60	6 17 6	5 3 0
17–18 years	70	8 0 6	6 0 0
18–19 years	80	9 3 0	6 17 0
19–20 years	90	10 6 0	7 14 6
20–21 years	100	11 9 0	8 11 6

The percentages prescribed above are in the case of males related to the male basic wage, and in the case of females to the female basic wage.

Other Employees. Males.	Wages.
	£ s. d.
Leading Hand (i.e. an employee who is in charge and directs the work of three or more employees)	13 8 0
General Hand	12 19 0

Females.

The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

PROVISION OF AND DEDUCTION FOR KEEP.

14. (*a*) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(*b*) Subject to compliance with the provisions of sub-clause (*a*) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates :—

	£ s. d.
Adult males at the rate of	2 13 4 per week
Adult females and junior males at the rate of	2 2 6 per week
Junior females at the rate of	1 17 6 per week

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

Clauses, other than clauses 2 and 13 as renumbered 2 and 14, of the said Determination shall remain in force.

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No. 109] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 530 of the 25th May, 1951, shall be replaced by the following clause :—

2.

Apprentices and Juvenile Workers.

WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.

—	Percentage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.
1st six months' experience ..	19	43 6	0 6	44 0
2nd six months' experience	29	66 6	1 0	67 6
3rd six months' experience ..	39	89 6	1 3	90 9
4th six months' experience ..	49	112 0	1 9	113 9
5th six months' experience ..	59	135 0	2 0	137 0
6th six months' experience ..	69	158 0	2 3	160 3
7th six months' experience ..	78	178 6	2 6	181 0
8th six months' experience ..	97	222 0	3 0	225 0

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

(b) Juvenile Workers.

—	Percentage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.
1st six months' experience ..	19	43 6	0 6	44 0
2nd six months' experience	24	55 0	1 0	56 0
3rd six months' experience ..	33	75 6	1 3	76 9
4th six months' experience ..	42	96 0	1 9	97 9
5th six months' experience ..	48	110 0	2 0	112 0
6th six months' experience ..	57	130 6	2 3	132 9
7th six months' experience ..	66	151 0	2 6	153 6
8th six months' experience ..	75	171 6	3 0	174 6

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

Other Employees.

WAGES PER WEEK OF 40 HOURS.

—	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Chief Pharmaceutical Chemist	353 0	6 0	359 0
Assistant Pharmaceutical Chemist..	313 0	6 0	319 0
Unqualified Assistant ..	295 0	6 0	301 0
Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations			
(i) With less than 3½ years experience in a dispensary	187 0	3 0	190 0
(ii) All others	198 0	3 0	201 0

PROPORTION (IN ANY PLACE).

(a) Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 319s. per week.

(b) Juvenile Workers.
One juvenile worker (i.e. a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

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

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

No. 109.—990/53.—PRICE 3D.

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No. 110] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 572 of the 24th July, 1952, shall be replaced by the following clause:—

2. *Wages.*

Apprentices and Improvers.

—	Percentage of Basic Wage.	Total Wage Per Week 40 Hours.
		s. d.
1st year's experience	39	89 6
2nd year's experience	43	98 6
3rd year's experience	54	123 6
4th year's experience	83	190 0
5th year's experience	100 + 6s.	235 0

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.

(*a*) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—

All Employees 278s. per week of 40 hours.

(*b*) Employed outside the areas specified in paragraph (*a*):—

All Employees 275s. per week of 40 hours.

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

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No. 111] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., of the Determination published in *Government Gazette* No. 485 of the 5th June, 1952, shall be replaced by the following clauses:—

PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1. WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 310s. 9D. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 310s. 9D. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 310s. 9D. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

No. 111.—992/53.—PRICE 3D.

Other Employees.	Wages per Week of 40 Hours.			
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster .. Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings .. .. Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	293 6	11 3	6 0	310 9
All others	252 5	9 8	3 0	265 1

PART II.

C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.	Wages per Week of 40 Hours.
Plaster feed attendant, Former attendant, Former assistant, Cut off attendant	£14 8s. (including 6s. shift allowance).
Dryer attendant	£14 3s. (including 6s. shift allowance).
All others	£13 13s. (including 6s. shift allowance). The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.
All others whose contract of employment covers day work only ..	£13 7s.

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

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No. 112] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 466 of the 23rd May, 1952, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

(*a*) Outside the Metropolitan District as defined in the Factories and Shops Acts.

—	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	41 0	34 6		
2nd year	55 0	48 0		
3rd year	80 0	67 0		
4th year—				
1st six months ..	110 0	94 6	224 6	135 6
2nd six months ..	110 0	110 0		
5th year—				
1st six months ..	135 0	110 0		
2nd six months ..	135 0	..		

(*b*) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 191s. 3d. per week. Provided that a male working employer shall be entitled to an apprentice.

In Places where both Men's and Ladies' Hairdressing is Carried Out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 191s. 3d. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists ..	.. 84s. per week of 40 hours.
Messengers ..	.. 32s. 6d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

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

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Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell.	All Other Parts of Victoria.
	s. d.	s. d.
Men's Hairdressing Saloons.	Per Week of 40 Hours.	Per Week of 40 Hours.
Chair workers (male or female)	268 0	258 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
Any Other Place	Per Week of 40 Hours.	Per Week of 40 Hours
Males engaged in—		
Children's haircutting	268 0	258 0
Ladies' haircutting	277 6	274 6
All other males	287 6	284 6
	Per Week of 20 Hours.	Per Week of 20 Hours
Female window models	262 0	256 6
	Per Week of 40 Hours.	Per Week of 40 Hours
Females engaged in haircutting	206 6	203 0
Female receptionists	171 6	171 0
All other females	194 0	191 3

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

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No. 113] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

ICE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 528 of the 25th May, 1951, shall be replaced by the following clause:—

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.

	Wages per Week.			
	Percentage of Basic Wage.	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
16 years of age ..	63	144 6	1 6	146 0
17 years of age ..	68	155 6	1 9	157 3
18 years of age ..	81	185 6	2 0	187 6
19 years of age ..	93	213 0	2 3	215 3

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 300s. 6d. per week.

Other Employees.

	Wages per Week.		
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
All Employees ..	296 6	4 0	300 6

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

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No. 113.—998/53.—PRICE 3D.

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No. 114] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY. H. BEERS,
Secretary for Labour.

ICE CREAM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 45 of the 23rd January, 1951, shall be replaced by the following clause:—

2. ORDINARY WORKERS.

*APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

Males.

—	Improvers.			
	Percentage of Basic Wage.	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age ..	50	114 6	1 6	116 0
16–17 years of age ..	58	133 0	2 0	135 0
17–18 years of age ..	63	144 6	2 6	147 0
18–19 years of age ..	77	176 6	3 0	179 6
19–20 years of age ..	99	226 6	3 6	230 0
20–21 years of age ..	100 + 19s.	248 0	4 6	252 6

PROPORTION.

One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 268s. per week of 40 hours.

JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.

	Percentage of Basic Wage.	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age	50	114 6	1 6	116 0
16–17 years of age ..	58	133 0	2 0	135 0
17–18 years of age ..	63	144 6	2 6	147 0

Females.

	Percentage of Female Basic Wage.			
Under 16 years of age ..	64	110 0	1 6	111 6
16–17 years of age ..	74	127 0	1 6	128 6
17–18 years of age ..	78	134 0	2 0	136 0
18–19 years of age ..	88	151 0	2 0	153 0
19–20 years of age ..	93	159 6	2 0	161 6
20–21 years of age ..	100 + 5s 6d.	177 0	2 6	179 6

PROPORTION.

Three female juvenile workers to every two female workers receiving 200s. per week of 40 hours.

* NOTE.—The Board has determined that as from the 1st November, 1949, no apprentice shall be taken to the trade.

No. 114.—999/53.—PRICE 3D.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.			
Males.			
	Ordinary Wage. s. d.	War Loading. (Not Adjustable.) s. d.	Total Wage. s. d.
Pasteurizer, Mixer, Cooling, or Freezer — Machine operator	273 0	5 0	278 0
Assistant to any of the above-mentioned operators	266 0	5 0	271 0
Dixie, Cup, or Chocolate bar — Machine operator	267 6	5 0	272 6
Persons cutting and wrapping dry ice	273 0	5 0	278 0
Mould cutter, by machine	267 6	5 0	272 6
Mould cutter, by hand	271 0	5 0	276 0
Can washer, floor hand, or person handling crushed ice	266 0	5 0	271 0
All others	263 0	5 0	268 0
Females.			
All adults	197 0	3 0	200 0

Clauses, other than clause 2, of the said Determination as amended on the 2nd April, 1951, shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 115] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Goverment Gazette* No. 835 of the 24th October, 1952, shall be replaced by the following clause:—

2.

Apprentices and Improvers.		Wages Per Week of 40 Hours.	
		s.	d.
Males.	Percentage of Basic Wage.		
15 years of age or under	31	71	0
16 years of age	36	82	6
17 years of age	51	117	0
18 years of age	55	126	0
19 years of age	68	155	6
20 years of age	81	185	6
Females.	Percentage of Female Basic Wage.		
15 years of age or under	39	67	0
16 years of age	44	75	6
17 years of age	55	94	6
18 years of age	62	106	6
19 years of age	69	118	6
20 years of age	74	127	0

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

No. 115.—1002/53.—PRICE 3D.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	s. d.	s. d.	s. d.
Males.			
Laundry Workers	246 0	3 0	249 0
Females.			
Washers employed on washing machine or hydro extractor	227 6	3 0	230 6
Glad ironers	176 9	1 9	178 6
Hand washers	176 9	1 9	178 6
Employees on treadle shirt or collar ironing machines	176 9	1 9	178 6
Employees on treadle press machines	176 9	1 9	178 6
Employees backing shirts off treadle shirt ironing machines	176 9	1 9	178 6
Starched clothes ironers who completely iron any starched clothes articles by hand	176 9	1 9	178 6
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	176 9	1 9	178 6
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	176 9	1 9	178 6
Employees on automatic air-driven presses	176 9	1 9	178 6
All others	170 0	1 6	171 6

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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

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

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No. 116] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this 20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

CIGAR TRADE BOARD.

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

2. APPRENTICES AND IMPROVERS.

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

APPRENTICES.

Experience—	s. d.	*Percentage.
1st year—		
1st six months	35 10	14
2nd six months	41 7	16¼
2nd year	59 6	23¼
3rd year	89 0	34¾
4th year	112 8	44

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

Making Cigars.

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

Sorting and Packing Cigars.

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

IMPROVERS.

	s. d.	*Percentage.
18 years	89 0	34¾
19 years	124 2	48¼
20 years	154 3	60¼

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

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

(a) *Males.*

Employed In—	Wages per Week of 40 Hours. 1st Year's Experience. 1st Three Months. Wages.	1st Three Months. *Percentage.	2nd Three Months. Wages.	2nd Three Months. *Percentage.	3rd Three Months. Wages.	3rd Three Months. *Percentage.	4th Three Months. Wages.	4th Three Months. *Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	41 7	16¼	41 7	16¼	47 4	18½	47 4	18½
Turning bunches	41 7	16¼	41 7	16¼	47 4	18½	47 4	18½
Stripping fillers	41 7	16¼	41 7	16¼	47 4	18½	53 1	20¾

Employed in—	Wages per Week of 40 Hours. 2nd Year's Experience. 1st Six Months. Wages.	1st Six Months. *Percentage.	2nd Six Months. Wages.	2nd Six Months. *Percentage.	Third Year's Experience. Wages.	Third Year's Experience. *Percentage.	Fourth Year's Experience. Wages.	Fourth Year's Experience. *Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	71 0	27¾	76 10	30	105 7	41¼	136 4	53¼
Turning bunches	71 0	27¾	76 10	30	105 7	41¼	136 4	53¼
Stripping fillers	Piecework prices		Piecework prices		Piecework prices		Piecework prices	

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

—	Age. 14 Years. Wage.	14 Years. *Percentage.	15 Years. Wage.	15 Years. *Percentage.	16 Years. Wage.	16 Years. *Percentage.	17 Years. Wage.	17 Years. *Percentage.	18 Years. Wage.	18 Years. *Percentage.	19 Years. Wage.	19 Years. *Percentage.	20 Years. Wage.	20 Years. *Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 256s. per week of 40 hours	52 6	20½	58 3	22¾	71 0	27¾	89 7	35	112 0	43¾	145 11	57	185 0	72¼

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

(b) *Females.*

Employed In—	Wages per Week of 40 Hours. 1st Year's Experience. 1st Three Months. Wages.	1st Three Months. *Percentage.	2nd Three Months. Wages.	2nd Three Months. *Percentage.	3rd Three Months. Wages.	3rd Three Months. *Percentage.	4th Three Months. Wages.	4th Three Months. *Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Stripping and booking cigar bunch wrapper leaf	96 6	56¼	96 6	56¼	96 6	56¼	96 6	56¼
Ringing cigars	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Stripping fillers	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Packing cigars, viz. :—								
Havanette	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Royal Bengals	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Bonanzas	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Gem of East Cigarillos ..	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Swiss	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Cartons or parcels	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Machine work, viz. :—								
Making bunches	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Covering cigars	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Swiss .. .. (Making throughout)	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Lucky Hit .. (Making throughout)	44 7	26	51 11	30¼	59 7	34¾	66 11	39
Havanettes .. (Making throughout)	44 7	26	51 11	30¼	59 7	34¾	66 11	39
senoritas .. (Making throughout)	44 7	26	51 11	30¼	59 7	34¾	66 11	39

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

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Percentage.	Wages.	*Percentage.		
	s. d.	%	s. d.	%		
Trimming cigar boxes	74 2	43¼	89 2	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	126 1	73½	133 9	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	,,		,,		,,	,,
Packing cigars, viz. :—						
Havanette	,,		,,		,,	,,
Royal Bengals	,,		,,		,,	,,
Bonanzas	,,		,,		,,	,,
Gem of East Cigarillos	,,		,,		,,	,,
Swiss	,,		,,		,,	,,
Cartons or parcels	,,		,,		,,	,,
Machine work, viz. :—						
Making bunches	,,		,,		,,	,,
Covering cigars	,,		,,		,,	,,
Swiss .. .. } Making throughout	,,		,,		,,	,,
Lucky Hit .. .. } Making throughout	,,		,,		,,	,,
Havanettes .. .. } Making throughout	,,		,,		,,	,,
Senoritas .. .. } Making throughout	,,		,,		,,	,,

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

Age.

—	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.	Wage.	*Percentage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed for adults does not exceed 171s. 6d. per week of 40 hours	56 2	32¾	70 4	41	84 6	49¼	94 4	55	108 1	63	123 11	72¼	140 8	82

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

4. OTHER EMPLOYEES.

—	Wages per Week of 40 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	13 0 5
Strippers and bookers of cigar covering leaf (females)	9 9 6
Strippers and bookers of cigar bunch wrapper leaf (females)	8 19 0
Cigar box makers (males)	13 3 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	8 15 0
Stripping fillers (males)	12 16 0
All others (males)	12 16 0
,, ,, (females) 75 per cent. of the Basic Wage	8 11 6

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

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

Age.	Males.	Females.
	Per Week.	Per Week.
	s. d.	s. d.
Adults	137 0	97 2
14 years of age	28 3	31 7
15 ,, ,, ...	31 1	39 5
16 ,, ,, ...	37 11	47 7
17 ,, ,, ...	47 11	53 0
18 ,, ,, ...	59 10	60 7
19 ,, ,, ...	78 1	69 7
20 ,, ,, ...	99 1	79 0

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No. 117] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

COUNTRY PRINTERS BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 1252 of the 7th December, 1951, shall be replaced by the following clause :—

2. WAGES.

Table A.—Adult Males.

Number of Rate.	Description of Employment.	Weekly Wage—Grades. A*. £ s. d.	Weekly Wage—Grades. B*. £ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	14 19 6	14 17 6
2	Probationary machine compositor—		
	(a) For a first period of six months' probation	14 9 0	14 7 0
	(b) For a second period of six months' probation	14 12 6	14 10 6
	(c) Thereafter the rate for a machine compositor	14 19 6	14 17 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	14 19 6	14 17 6
4	Proof reader and/or reviser		
	(a) In newspaper and commercial printing offices	14 12 6	14 10 6
	(b) Commercial printing only	14 12 6	14 10 6

* See clause 3 for definition of grades.

No. 117.—1104/53.—Price 3d.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades. A*.	Weekly Wage—Grades. B*.
		£ s. d.	£ s. d.
5	Working mechanic in charge of a slug-casting and/or type-casting machine		
6	Hand compositor		
7	Slugger		
8	Bulk hand		
9	Stonehand	14 9 0	14 7 0
10	Electrotyper		
11	Stereotyper		
12	Letterpress Machinist		
13	Machinist working a flat-bed machine printing from a reel		
14	Lithographic machinist, including lithographic tin printer, lithographic transferror and/or pressman	14 9 0	14 7 0
15	Stone and/or plate preparer	12 19 0	12 17 0
16	Ink grinder and/or varnisher	12 14 0	12 12 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	14 9 0	14 7 0
18	Marbler	14 9 0	14 7 0
19	Hand Indexer	14 9 0	..
20	Finisher	14 9 0	..
21	Pocket-book maker	14 9 0	..
22	Loose-sheet cover maker	14 9 0	..
23	Ticket maker, turned in work	14 9 0	..
24	Blotting-pad maker	14 9 0	..
25	Portfolio maker	14 9 0	..
26	Where an employee employed in any class for which a wage is prescribed by items 17 to 25 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage		
27	Map and plan mounter and/or varnisher	14 9 0	..
28	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine	14 9 0	14 7 0
29	Guillotine machine operator		
30	Feeder of any kind of machine	12 13 0	..
31	Storeman, packer and/or despatcher	12 19 0	..
32	Male employee not otherwise specified	12 7 0	12 5 0

* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employee of more than five years' experience employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	10 0 6
2	Female employee not otherwise specified	9 4 6
	Female Supervisors.	
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees	10 2 6
	(b) From 9 to 15 employees (both inclusive)	10 11 6
	(c) Over 15 employees	10 17 6

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the undermentioned percentages of the rate plus 2s. prescribed for the classification "Male employee not otherwise specified".

No. of Rate.	Male Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 15 years of age	22	2 15 0
2	Between 15 and 16 years of age	27	3 7 0
3	Between 16 and 17 years of age	35	4 7 0
4	Between 17 and 18 years of age	47	5 17 0
5	Between 18 and 19 years of age	59	7 7 0
6	Between 19 and 20 years of age	72	8 19 6
7	Between 20 and 21 years of age	85	10 11 6

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the rate plus 2s. prescribed for the classification "Hand compositor".

No. of Rate.	Apprentices.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	First year	22½	3 5 6
2	Second year	32½	4 14 6
3	Third year	37½	5 9 0
4	Fourth year	45	6 11 0
5	Fifth year	55	8 0 0
6	Sixth year	75	10 18 0
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the undermentioned percentages of the rate (less 2s.) prescribed for classification 1 of Table B—Adult females.

No. of Rate.	Female Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 17 years of age	30	2 19 6
2	Between 17 and 18 years of age	40	3 19 6
3	Between 18 and 19 years of age	50	4 19 0
4	Between 19 and 20 years of age	60	5 19 0
5	Between 20 and 21 years of age	75	7 9 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner prescribed in clauses 40 and 41 of this Determination.

Clauses, other than clause 2, of the said Determination shall remain in force except that in clause 1 (*c*) of Schedule "A" the words "an amount of £4 2s. 1d. per week shall be added to the earnings of a pieceworker" shall be altered to read "an amount of £5 16s. 11d. per week shall be added to the earnings of a pieceworker."

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No. 118] THURSDAY, FEBRUARY 26. [1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this 20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 531 of the 26th June, 1952, shall be replaced by the following clauses:—

2. *Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Engineering and Brassworking Section.			
Angle-iron smith	14 5 6	14 12 0	14 2 6
Annealer and/or case hardener	13 11 6	13 18 0	13 8 6
Brassfinisher (tradesman)	14 1 0	14 7 6	13 18 0
Brassfinisher (2nd class)	13 6 0	13 12 6	13 3 0
Brass polisher	12 19 0	13 5 6	12 16 0
Blacksmith's machinist	12 17 0	13 3 6	12 14 0
Brass-smith, coppersmith, or other smith	14 2 6	14 9 0	13 19 6
Fitter and/or turner	14 1 0	14 7 6	13 18 0
Fitter, turbine blade	14 5 6	14 12 0	14 2 6
Forger and/or faggoter	14 19 6	15 6 0	14 16 6
Heat treater	14 5 6	14 12 0	14 2 6
Heat treater not subject to plant metallurgical supervision	14 14 0	15 0 6	14 11 0
Heat treater operative (as defined)	12 18 0	13 4 6	12 15 0
Inspector	14 16 6	15 3 0	14 13 6
Key-seating machinist	13 6 0	13 12 6	13 3 0
Locksmith	14 1 0	14 7 6	13 18 0
Machine setter	14 1 0	14 7 6	13 18 0
Machinist—1st class	14 1 0	14 7 6	13 18 0
Machinist—2nd class	13 6 0	13 12 6	13 3 0
Machinist—3rd class	12 17 0	13 3 6	12 14 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 5 6	14 12 0	14 2 6
Motor cycle mechanic	13 16 6	14 3 0	13 13 6
Motor mechanic	14 1 0	14 7 6	13 18 0
Mould polisher	12 15 0	13 1 6	12 12 0
Patternmaker	14 14 0	15 0 6	14 11 0
Pipe fitter on low pressure work	13 6 0	13 12 6	13 3 0
Process worker	12 11 0	12 17 6	12 8 0
Refrigeration mechanic or serviceman	14 1 0	14 7 6	13 18 0
Safe maker and/or repairer (security work)	14 1 0	14 7 6	13 18 0
Scalemaker and/or adjuster	14 1 0	14 7 6	13 18 0
Scientific instrument maker	14 14 0	15 0 6	14 11 0
Toolmaker	14 14 0	15 0 6	14 11 0
Toolsmith	14 5 6	14 12 0	14 2 6
Wet stone grinder and glazier (tradesman)	14 1 0	14 7 6	13 18 0
Welder—Special class (as defined)	14 5 6	14 12 0	14 2 6
Welder—1st class (as defined)	14 1 0	14 7 6	13 18 0
Welder—2nd class	12 17 0	13 3 6	12 14 0
Welder—3rd class	12 13 0	12 19 6	12 10 0

No. 118.—1107/53.—Price 3d.

Wages per Week of 40 Hours—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Welder—tack	12 15 0	13 1 6	12 12 0
Jobbing moulder and/or coremaker	14 1 0	14 7 6	13 18 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	12 17 0	13 3 6	12 14 0
2nd six months' experience	13 0 0	13 6 6	12 17 0
3rd six months' experience	13 3 0	13 9 6	13 0 0
Thereafter	13 8 0	13 14 6	13 5 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry ..	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified	11 12 0	11 18 6	11 9 0
(*b*) *Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.*			
Adding, calculating and book-keeping machine mechanic	14 2 6	14 9 0	13 19 6
Cash register mechanic	14 2 6	14 9 0	13 19 6
Tradesman	14 1 0	14 7 6	13 18 0
First-class mechanic	13 11 6	13 18 0	13 8 6
Second-class mechanic	13 8 0	13 14 6	13 5 0
Process worker	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in the metal trades industry ..	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified	11 12 0	11 18 6	11 9 0

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

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:—

(i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
(ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
(iii) Electrical mechanic.
(iv) Fitter and/or turner.
(v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
(vi) Machinist—1st and 2nd class.
(vii) Motor mechanic.
(viii) Moulder and/or coremaker—jobbing.
(ix) Patternmaker.
(x) Refrigeration mechanic or serviceman.
(xi) Safe and strong-room maker.
(xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
(xiii) Scientific instrument maker.
(xiv) Smithing—Blacksmith, copper and/or brass smith.
(xv) Welder—Special class.
(xvi) Window frame fitter.
(xvii) Brass polishing.
(xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

(i) by mutual consent;

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

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

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

Instruction in Welding.

(*d*) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning 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.

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

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

In the trades of—

Welder—Special class;
Motor mechanic; and
Moulder and/or coremaker—jobbing;

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

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

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

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

Fitter and/or turner,
Machinist—1st and 2nd class,
Motor mechanic, and
Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

(*f*) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	3 18 0	4 0 0	3 17 0
2nd year	54	6 3 6	6 7 0	6 2 0
3rd year	83	9 10 0	9 15 6	9 7 6
4th year	100 plus 6s.	11 15 0	12 1 6	11 12 0

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

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

(*n*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself

without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (*a*) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

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

Wages per Week of 40 Hours.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	8 11 6	8 16 6	8 9 6
All others	75	16 0	9 7 6	9 12 6	9 5 6
When employed in a classification for which the corresponding margin in clause 26 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.					
II.—Junior Females.		Additional Amount.			
17 years of age and under ..	52	3 6	4 12 6	4 15 6	4 11 6
18 years of age	62	4 0	5 10 6	5 13 6	5 9 0
19 years of age	72	4 6	6 8 0	6 11 6	6 6 6
20 years of age	82	5 0	7 5 6	7 9 6	7 4 0
III.—Junior Males.					
Under 16 years of age	24	2 0	2 17 0	2 18 6	2 16 0
16 years of age	34	3 0	4 1 0	4 3 0	4 0 0
17 years of age	46	4 0	5 9 6	5 12 6	5 8 0
18 years of age	58	5 0	6 18 0	7 1 6	6 16 0
19 years of age	73	6 0	8 13 0	8 18 0	8 11 0
20 years of age	88	7 0	10 8 6	10 14 0	10 6 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.					
IV.—Junior Males (Foundries).					
Under 16 years of age	24	3 0	2 18 0	2 19 6	2 17 0
16 years of age	32	4 3	3 17 6	3 19 6	3 16 6
17 years of age	58	8 0	7 1 0	7 4 6	6 19 0
18 years of age	73	10 0	8 17 0	9 2 0	8 15 0
19 years of age and over ..	88	11 6	10 13 0	10 18 6	10 10 6

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

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

(c) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age.

Prohibited Occupations.

(d) Junior employees shall not be employed :—

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

(ii) if under 18 years of age—
die setting on power presses ; or
as furnacemen or assistants to furnacemen.

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

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