



VICTORIA GOVERNMENT GAZETTE.

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No. 794]

THURSDAY, NOVEMBER 5.

[1953]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this

2nd day of November, 1953.

H. N. JONES,

Acting Secretary for Labour.

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 690 of the 19th July, 1951, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).

Wages per Week of 40 Hours.

Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months	30	0 9	3 12 6
2nd six months	37½	0 9	4 10 6
Second year's experience—			
1st six months	45	1 0	5 8 6
2nd six months	52½	1 0	6 6 6
Third year's experience—			
1st six months	60	1 6	7 5 0
2nd six months	70	1 6	8 9 0
Fourth year's experience—			
1st six months	77½	2 3	9 7 6
2nd six months	85	2 3	10 5 6
Fifth year's experience—			
1st six months	95	3 0	11 10 0
2nd six months	100 plus 5s.	3 0	12 7 0
Thereafter the adult male minimum wage.			

Four Years' Terms.

First year's experience—			
1st six months	37½	0 9	4 10 6
2nd six months	45	0 9	5 8 6
Second year's experience—			
1st six months	60	1 6	7 5 0
2nd six months	70	1 6	8 9 0
Third year's experience—			
1st six months	77½	2 3	9 7 6
2nd six months	85	2 3	10 5 6
Fourth year's experience—			
1st six months	95	3 0	11 10 0
2nd six months	100 plus 5s.	3 0	12 7 0
Thereafter the adult male minimum wage			

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES*—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued.**Three Years' Terms.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months	45	1 6	5 9 0
2nd six months	60	1 6	7 5 0
Second year's experience—			
1st six months	77½	2 3	9 7 6
2nd six months	85	2 3	10 5 6
Third year's experience—			
1st six months	95	3 0	11 10 0
2nd six months	100 plus 5s.	3 0	12 7 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months	40	0 9	3 12 6
2nd six months	47½	1 0	4 6 0
3rd six months	55	1 6	5 0 0
4th six months	62½	1 9	5 13 6
5th six months	70	2 0	6 7 6
6th six months	77½	2 3	7 1 0
7th six months	87½	2 6	7 19 0
8th six months	95	2 9	8 13 0
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	55	1 6	5 0 0
2nd six months	62½	1 9	5 13 6
3rd six months	70	2 0	6 7 6
4th six months	77½	2 3	7 1 0
5th six months	87½	2 6	7 19 0
6th six months	95	2 9	8 13 0
And thereafter not less than the minimum wage for adult females			

“Experience” for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Other Employees.

4. (a)

MALES.

		Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers		14 15 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits)		14 3 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand		13 16 0
By machine		13 16 0
All others		13 11 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand		14 0 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting		13 16 0
All others		13 11 0
Making—		
Making right through by hand including slip lasted and prewelted		
Pulling over hand or machine		
Lasting hand or machine		
Sewing or stitching		
Sole laying		
Operating screwer		
Operating rounding machine		
Pegging, hand or machine		
Pulling up sides, seats or backs, hand or machine		
Heeling, hand or machine		
Operating upper roughing machine		14 3 0
Operating cement press		
First and second lasting of pumps		
Pounding		
Lizary, Monash, lacing or plaiting of basket shoes		
Blocking, steaming and drying (slippers)		
Ironing on last		
Inseam trimming		
Operating stitch separator		
Hungarian nailing by hand or machine and Cutlan nailing		
Slugging		
Rivetting, hand or machine		
Drilling for temporary screw		
Operating loose nailer		
Feathering including welt waists		
Levelling, hand or machine		
Turning (slippers)		
Laying linings and shanking		13 11 0
Pulling on—all classes		
Opening and closing channels		
Operating buzzer		
Tingling or trimming, hand or machine		
Putting on heel and toe plates		
Sorting lasts		
Putting in filling, shanks, stiffeners and toes		
Slipping off		
Pulling out tacks and nails		13 7 0
Solutioning and cementing, hand or machine		
Putting on studs or bars		
All others		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer		14 3 0
Operating Naumkeag and/or sandpapering machine and heel breasting		13 16 0
All others		13 11 0
Slipping-off		13 7 0
Upper Closing—		
All employees		13 11 0
Cleaning—		
All employees		13 7 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers or the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

					Wages Per Week of 40 Hours.
					£ s. d.
Females with less than twelve months' experience	..	..	..	..	9 2 0
Females with twelve months' experience or more	..	..	..	..	9 17 0

(d) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

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



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No. 795]

THURSDAY, NOVEMBER 5.

[1953]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

BRICKLAYERS BOARD.

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

* WAGES.

2 (a)

Apprentices and Improvers.

<i>Apprentices.—PER WEEK.</i>					<i>Improvers.—PER WEEK.</i>				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.	—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	68 6	2 8	71 2	1st six months ..	23	54 6	1 0	55 6
2nd year ..	38	90 0	5 4	95 4	2nd six months ..	33	78 0	1 6	79 6
3rd year ..	53	125 6	8 0	133 6	2nd year ..	48	114 0	2 0	116 0
4th year ..	76	180 0	10 8	190 8	3rd year ..	77	182 6	3 0	185 6
5th year ..	98	232 6	13 4	245 10	4th year ..	98	232 6	4 0	236 6
					5th year ..	100 plus 14s.	251 0	4 6	255 6

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 32s. 4d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 32s. 4d. per week.

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

No. 795.—10302/53.—PRICE 3d.

(b)

Other Employees.

SECTION "A".

This Section applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings, performed on the site thereof, and in particular it shall have no application—

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

	Per Week.	Per Hour.
s. d.	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	334 2	8 4½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	353 4	8 10
(b) Where the temperature exceeds 120° Fahrenheit	373 4	9 4
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	353 4	8 10
(b) Where the temperature exceeds 120° Fahrenheit	373 4	9 4
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	334 2	8 4½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	373 4	9 4
(7) Bricklayers laying glass bricks	323 4	8 1
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	330 8	8 3½
(9) All other bricklayers	323 4	8 1
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	323 4	8 1
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

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

	Per Week.	Per Hour.
s. d.	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	327 6	8 2½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	346 10	8 8
(b) Where the temperature exceeds 120° Fahrenheit	366 10	9 2
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	346 10	8 8
(b) Where the temperature exceeds 120° Fahrenheit	366 10	9 2
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	327 6	8 2½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	366 10	9 2
(7) Bricklayers laying glass bricks	316 8	7 11
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	324 0	8 1½
(9) All other bricklayers	316 8	7 11
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	316 8	7 11
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

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

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

(c)

Special Allowances.

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

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

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

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

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

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

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

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



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

*Percentage.

37 0

14

42 11

16½

61 5

23½

91 9

34½

116 2

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

3rd year

Two-thirds of the piece-work prices.

4th year

Three-quarters of the piece-work prices.

} See also clause 13, sub-clause (m)

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

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

} Plus 3 per centum. See also clause 13, sub-clause (m).

IMPROVERS.

18 years

..

..

..

..

s. d.

*Percentage.

19 years

..

..

..

..

91 9

34½

20 years

..

..

..

..

128 0

48½

159 1

60½

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.

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

No. 796.—10311/53.—PRICE 3D.

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.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	42 11	16½	42 11	16½	48 10	18½	48 10	18½
Turning bunches	42 11	16½	42 11	16½	48 10	18½	48 10	18½
Stripping fillers	42 11	16½	42 11	16½	48 10	18½	54 9	20½

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	73 3	27½	79 2	30	108 11	41½	140 7	53½
Turning bunches	73 3	27½	79 2	30	108 11	41½	140 7	53½
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.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	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 20s. per week of 40 hours	54 1	20½	60 1	22½	73 3	27½	92 5	35	115 6	43½	150 6	57	190 9	72½

* 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.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes	46 2	26	53 8	30½	61 8	34½	69 3	39
Stripping and booking cigar bunch wrapper leaf	99 10	56½	99 10	56½	99 10	56½	99 10	56½
Ringling cigars	46 2	26	53 8	30½	61 8	34½	69 3	39
Stripping fillers	46 2	26	53 8	30½	61 8	34½	69 3	39
Packing cigars, viz. :—								
Havanotte	46 2	26	53 8	30½	61 8	34½	69 3	39
Royal Bengals	46 2	26	53 8	30½	61 8	34½	69 3	39
Bonanzas	46 2	26	53 8	30½	61 8	34½	69 3	39
Gem of East Cigarillos	46 2	26	53 8	30½	61 8	34½	69 3	39
Swiss	46 2	26	53 8	30½	61 8	34½	69 3	39
Cartons or parcels	46 2	26	53 8	30½	61 8	34½	69 3	39
Machine work, viz. :—								
Making bunches	46 2	26	53 8	30½	61 8	34½	69 3	39
Covering cigars	46 2	26	53 8	30½	61 8	34½	69 3	39
Swiss	46 2	26	53 8	30½	61 8	34½	69 3	39
Lucky Hit	46 2	26	53 8	30½	61 8	34½	69 3	39
Havanettes	46 2	26	53 8	30½	61 8	34½	69 3	39
Senoritas	46 2	26	53 8	30½	61 8	34½	69 3	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.						Third Year's Experience.	Fourth Year's Experience.
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.				
Trimming cigar boxes	<i>s. d.</i> 76 9	% 43½	<i>s. d.</i> 92 4	% 52			Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	130 6	73½	138 5	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	"		"				"	"
Lucky Hit	"		"				"	"
Havanettes	"		"				"	"
Senoritas	"		"				"	"

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.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 177s. 6d. per week of 40 hours	<i>s. d.</i> 58 2	% 32½	<i>s. d.</i> 72 9	% 41	<i>s. d.</i> 87 5	% 49½	<i>s. d.</i> 97 7	% 55	<i>s. d.</i> 111 10	% 63	<i>s. d.</i> 128 3	% 72½	<i>s. d.</i> 145 7	% 82

* The percentages shown in these columns 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.	
	£	<i>s. d.</i>
Strippers and bookers of cigar covering leaf (males)	13	8 5
Strippers and bookers of cigar covering leaf (females)	9	15 6
Strippers and bookers of cigar bunch wrapper leaf (females)	9	5 0
Cigar box makers (males)	13	11 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	9	1 0
Stripping fillers (males)	13	4 0
All others (males)	13	4 0
" " (females) 75 per cent. of the Basic Wage	8	17 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.
		<i>s. d.</i>	<i>s. d.</i>
Adults		145 0	103 2
14 years of age		29 10	33 7
15 " "		32 11	41 10
16 " "		40 2	50 6
17 " "		50 9	56 3
18 " "		63 4	64 4
19 " "		82 8	73 11
20 " "		104 10	83 11



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[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1224 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES. Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 0	3 17 0	6 3 6	3 19 0
2nd six months	3 11 6	4 6 0	6 16 0	3 19 0
3rd six months	4 3 6	4 15 0	7 15 6	5 7 6
4th six months	5 3 0	5 9 0	8 13 6	5 7 6
5th six months	5 14 6	6 3 6	..	7 3 6
6th six months	6 9 0	6 16 0	..	7 3 6
7th six months	9 4 0	7 15 6	..	10 17 6
8th six months	10 12 6	8 13 6	..	10 17 6
9th six months	11 19 0	..	..	12 0 0
10th six months	12 3 6	..	..	12 0 0

And thereafter the minimum weekly wage or piecework price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.

(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed in any section to every journeyman tailor therein employed.
- (ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.
- (iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.
- (iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.
- (v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.
- (vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.
- (vii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed, the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment 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.

Prohibition of Employment of New Male and Female Improvers in Group A.

- (j) After the commencement of this Determination no male or female in Group A shall—
- (i) be engaged to work as an improver in any such section of the industry; or
 - (ii) be transferred from one section to another such section to work there as an improver; or
 - (iii) be employed as an improver in any such section.

3.

OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein:—

	Wages per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16 2 0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 18 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 13 0
4. Machinists, namely, males employed machining any part of a garment	14 6 0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	14 6 0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	14 6 0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 13 0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 7 0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 6 0
10. All other adult males not herein classified	12 7 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 16 0
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 11 0
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 15 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	10 2 6
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	10 2 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 7 6
17. Hand sewers of buttons, hooks, and eyes, press studs	9 7 6
18. All other adult females not herein classified	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	15 7 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 18 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 13 0
22. Machinists, namely, males employed machining any part of a garment	14 6 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 6 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 13 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	13 7 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 6 0
27. All other adult males not herein classified	12 7 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
28. Cutters, namely, females employed marking in and/or cutting out garments	12 5 0
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 15 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 15 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	10 5 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 10 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 7 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	10 5 0
35. Hand sewers of buttons, hooks and eyes, press studs	9 7 6
36. All other adult females not herein classified	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks:—

	Wages per Week.
	£ s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 17 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 18 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 13 0
40. Machinists, namely, males employed machining any part of a garment	13 6 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 6 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	14 6 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	14 6 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	14 17 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	14 6 0
46. Seam pressers on garments other than garments which the worker is making	13 7 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	13 7 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	14 6 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 7 0
50. All other adult males not herein classified	12 7 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10 15 0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 15 0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 10 0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	10 5 0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	10 5 0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10 5 0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9 17 0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10 7 6
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	10 0 0
60. Hand sewers of buttons, hooks and eyes, press studs	9 7 6
61. All other adult females not herein classified	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons:—

	Wages per Week.
	£ s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	14 17 0
63. Pressers, namely, males employed pressing any part of a garment	14 6 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 6 0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	14 11 0
66. Machinists, namely, males employed machining any part of a garment	14 6 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	14 6 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	13 7 0
69. All other adult males not herein classified	12 7 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 15 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine ..	10 5 0
72. Machinists, namely, females employed machining any part of a garment ..	10 0 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight ..	9 17 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 17 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine ..	10 0 0
76. Examiners, namely, females employed examining garments or parts of garments of any description ..	10 0 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description ..	9 17 0
78. Hand sewers of buttons, hooks and eyes, press studs ..	9 7 6
79. All other adult females not herein classified ..	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods):—

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description ..	14 17 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine ..	14 11 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	14 6 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description ..	14 3 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	13 7 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description ..	14 6 0
86. All other adult males not herein classified ..	12 7 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description ..	10 15 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine ..	10 5 0
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	10 0 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	9 17 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight ..	9 17 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	10 5 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description ..	10 0 0
94. Hand sewers of buttons, hooks and eyes, press studs ..	9 7 6
95. All other adult females not herein classified ..	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

	Wages per Week.
	£ s. d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	14 17 0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	14 11 0
98. Machinists, namely, males employed machining any article of any description	14 6 0
99. Pressers, namely, males employed pressing any article of any description	14 3 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	14 3 0
101. Examiners, namely, males employed examining articles of any description	14 6 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	13 7 0
103. All other adult males not herein classified	12 7 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10 10 0
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	10 2 0
106. Machinists, namely, females employed machining any article or part of an article of any description	9 17 0
107. Dividers of raw materials used in the manufacture of small articles	9 13 0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9 17 0
109. Examiners, namely, females employed examining articles of any description	9 17 0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9 17 0
111. Hand sewers of buttons, hooks and eyes, press studs	9 7 6
112. All other adult females not herein classified	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1237 of the 30th November, 1951, shall be replaced by the following clauses:—

(a) WEEKLY WAGES.

2.

Apprentices or Improvers.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 0	3 17 0	6 3 6
2nd six months	3 11 6	4 6 0	6 16 0
3rd six months	4 3 6	4 15 0	7 15 6
4th six months	5 3 0	5 9 0	8 13 6
5th six months	5 14 6	6 3 6	..
6th six months	6 9 0	6 16 0	..
7th six months	9 4 0	7 15 6	..
8th six months	10 12 6	8 13 6	..
9th six months	11 19 0	..	..
10th six months	12 3 6	..	..

And thereafter the minimum weekly wage or piece-work price.

	Male Juveniles.
	£ s. d.
16 years of age	3 19 0
17 years of age	5 7 6
18 years of age	7 3 6
19 years of age	10 17 6
20 years of age	12 0 0

And thereafter the minimum weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices, Improvers and Juveniles.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
- (ii) Not more than three female apprentices or improvers shall be employed to every journeywomen. Provided that where in respect of any class the same rate is fixed for a journeywomen as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.
- (iii) One male juvenile may be employed to every two or fraction of two adults.
- (iv) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indenture shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment 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.

3. OTHER PERSONS EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Wages per Week.		
	£	s.	d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	15	7	0
Tailors, namely, males employed repairing and/or altering garments of any description ..	14	13	0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	14	3	0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	14	3	0
Female pressers, namely, females employed pressing any part of male outer garments ..	14	3	0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine ..	14	0	0
Other male dry cleaners ..	13	7	0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	13	7	0
Spotters ..	13	12	0
Hat blockers, namely, males employed blocking hats ..	13	15	0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	13	7	0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	13	7	0
All other adult males not herein classified ..	12	7	0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight	10 5 0
Repairers, namely, females employed repairing garments or articles of any description	10 0 0
Spotters	10 10 0
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description	9 15 0
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers	9 15 0
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description	10 5 0
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description	10 5 0
All other adult females not herein classified	9 5 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of Part I., and clause 1 of Part II. of the Determination published in *Government Gazette* No. 538 of the 14th July, 1953, shall be replaced by the following clauses:—

PART I.

(This Part applies to all employees other than those employed by an Ambulance Service.)

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (a)										Wages* (see Footnote).		
First year	£	s. d.
Second year	5	7 0
											5	12 0

HOSPITAL AID IN TRAINING.

(b)										Wages* (see Footnote).		
During training	£	s. d.
Juniors—											5	5 3
First year of service after obtaining certificate	6	17 0
Second year of service after obtaining certificate	7	5 6
And thereafter the adult female rate.												

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).
Employed at Clerical Work.

	Males.	Females.
	s. d.	s. d.
Under 16 years of age	117 9	108 0
16 years of age	124 3	114 0
17 " "	131 3	121 6
18 " "	154 0	128 3
19 " "	172 0	137 9
20 " "	194 0	148 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver, 41s. 3d. per week less than the rate fixed.

All Other Classes of Work.

Males.		Females.	
	s. d.		s. d.
Under 16 years of age	127 9	First year's experience	128 6
16 years of age	134 3	Second year's experience	137 0
17 years of age	142 9	Third year's experience	145 6
18 years of age	152 6		
19 years of age	162 0		
20 years of age	177 6		

And thereafter the adult female rate.

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder:—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of a course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (d) hereof in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of sub-clauses (b) and (c) hereof shall be:—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be:—

	Per Week.* (See Footnote)
	£ s. d.
First year	5 18 6
Second year	6 14 9
Third year	7 18 3
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES. One male apprentice to every three or fraction of three male workers receiving not less than 254s. per week.	MALES. One male improver to every eight or fraction of eight male workers receiving not less than 254s. per week.
FEMALES. One female apprentice to every three or fraction of three adult kitchen employees.	FEMALES. One female improver to every six or fraction of six female workers receiving not less than 190s. 9d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

4. (a.) OTHER EMPLOYEES.

Males.	Per Week	Females.	Per Week
WAGES.* (See footnote.)	s. d.	WAGES.* (See footnote.)	s. d.
Clerks	276 6	Clerks	204 3
Cook; where there is only one employed	281 6	Cook; where there is only one employed	205 3
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	281 6	One to three kitchen employees	205 3
Four to seven kitchen employees	288 6	Four to seven kitchen employees	212 9
Eight or more kitchen employees	298 6	Eight or more kitchen employees	222 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 3d. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote)—continued.	Per Week s. d.	WAGES. *(See footnote)—continued.	Per Week s. d.
Cooks—Second	278 6	Second cooks	202 9
Other cooks	275 6	Other cooks	200 3
Person in charge of instrument room and/or sharpening and adjusting instruments ..	296 0	Housekeeper or Supervisor (however styled) ..	228 3
Assistant to person in charge of instrument room ..	267 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed ..	298 0	One to three persons	202 9
Deputy chief dresser, where five or more dressers are employed ..	293 6	Four or more persons	207 9
Dressers doing venereal diseases work	289 0	Second laundresses	197 9
Other dressers and/or steriliser room attendant ..	266 6	Laundresses where only one employed	197 9
Chief theatre attendant	292 0	Laundress employed on pressing machines or as iron hands	197 9
Foreman in charge of—		Other laundresses	190 9
One to nine employees	284 6	Sorters	197 9
Ten to nineteen employees	302 0	Washing machine hands	205 9
Twenty or more employees	322 0	Storekeeper in charge of one or more store hands or where there is only one employed	200 3
Assistant foreman	272 0	Storekeeper's assistants	190 9
Gardener in charge of one or more garden employees ..	272 0	Stenographers and/or typistes	204 3
Gardeners	264 0	Telephonists	211 9
Gardener's Labourer	259 0	Waitresses	190 9
Incinerator attendants	264 0	Wardmaids	190 9
Kitchenmen or scullerymen	264 0	X-ray technicians—	
Laboratory assistants	267 6	1st year's experience as such	220 3
Laundry Washing machine hands	267 0	2nd year's experience as such	225 3
Laundrymen other	262 0	Thereafter	230 3
Mortuary-men employed solely on post-mortem work ..	297 0	Laboratory assistants	205 9
Other mortuary-men	262 0	Certificated hospital aids:—	
And 10s. extra for each post-mortem.		In charge of a ward	207 9
Motor ambulance drivers or assistants who are required and hold a St John's first aid certificate ..	281 6	All others	202 9
Other motor ambulance drivers or assistants	276 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Motor driver of vehicles 30 cwt. or more	276 6	(i) In charge of a ward	202 9
Other motor driver	266 6	(ii) Other than in charge of a ward	195 9
Operating theatre attendants	272 0	First-aid attendant employed in connexion with an industrial or commercial undertaking	205 9
Casualty porters engaged on preparations and theatre work	267 0	Seamstresses who cut out and fit garments, in charge of—	
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae ..	267 0	One to three employees	209 9
Other dispensary porters	262 0	Four to seven employees	214 9
Relieving porters	261 6	Eight or more employees	220 9
X-ray porters	259 0	Other Seamstresses who cut out and fit garments ..	204 9
Night porters who in the course of their duties patrol the hospital	262 6	All other seamstresses	192 9
Other porters	259 0	All others	190 9
Recording attendants	270 6		
Splint makers	272 0		
Splint makers' assistants	262 0		
Storemen in charge of one or more storemen or where there is only one employed	279 0		
Other storemen	264 0		
Telephone attendants	262 0		
Cleaners handling sputum mugs	272 0		
Other cleaners	259 0		
X-ray attendants	267 0		
X-ray technicians—			
1st year's experience as such	289 6		
2nd year's experience as such	304 6		
Thereafter	314 6		
First-aid attendant employed in connexion with an industrial or commercial undertaking	272 0		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons ..	264 0		
All others	254 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 3d. per week less than the rate fixed.

(b) Additional payments for all employees in clause 4 (a) (except x-ray technicians):—

Males.

During the second year's service 5s. more than the prescribed rate.
 During the third year's service 7s. 6d. more than the prescribed rate.
 During the fourth year's service 10s. more than the prescribed rate.
 During the fifth year's service 12s. 6d. more than the prescribed rate.
 During the sixth year's service 15s. more than the prescribed rate.
 During the seventh year's service 17s. 6d. more than the prescribed rate.
 During the eighth year's service 20s. more than the prescribed rate.
 During the ninth year's service 22s. 6d. more than the prescribed rate.
 and thereafter 25s. more than the prescribed rate.

Females.

During the second year's service 2s. 6d. more than the prescribed rate.
 During the third year's service 5s. more than the prescribed rate.
 During the fourth year's service 7s. 6d. more than the prescribed rate.
 During the fifth year's service 10s. more than the prescribed rate.
 During the sixth year's service 12s. 6d. more than the prescribed rate.
 and thereafter 15s. more than the prescribed rate.

(c) Females in charge of other employees in any section or department (other than those classified as such in clause 4 (a) hereof) shall be paid as follows:—

In charge of 1 to 3 employees—7s. per week above the "All others".
 In charge of 4 to 7 employees—12s. per week above the "All others".
 In charge of 8 or more employees—18s. per week above the "All others".

PART II.

(This Part applies to all persons employed by an Ambulance Service.)

1.

WAGES.

										Per Week.
										£ s. d.
Deputy Superintendent—										
1st year's experience as such	..	..	..	..	..	..	..	..	..	16 1 6
2nd year's experience as such	..	..	..	..	..	..	..	..	..	16 6 6
Thereafter	..	..	..	..	..	..	..	..	..	16 11 6
Station Officer—										
1st year's experience as such	..	..	..	..	..	..	..	..	..	15 1 6
2nd year's experience as such	..	..	..	..	..	..	..	..	..	15 6 6
Thereafter	..	..	..	..	..	..	..	..	..	15 11 6
Ambulance driver qualified in first-aid—										
1st year's experience as such	..	..	..	..	..	..	..	..	..	14 1 6
2nd year's experience as such	..	..	..	..	..	..	..	..	..	14 6 6
Thereafter	..	..	..	..	..	..	..	..	..	14 11 6
Ambulance driver not qualified in first-aid										13 16 6

Clauses, other than clauses 2, 3 and 4, of Part I., and clause 1 of Part II., of the said Determination shall remain in force.



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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	71 0	33	58 6	<i>Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 270s. per week of 40 hours. One female apprentice to every three or fraction of three female workers receiving not less than 189s. 0d. per week of 40 hours. An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923.
16 years of age ..	40	95 0	41	73 0	
17 years of age ..	51	121 0	49	87 0	
18 years of age ..	64	151 6	60	106 6	
19 years of age ..	80	189 6	71	126 0	
20 years of age ..	99	234 6	83	147 6	<i>Improvers.</i> One male improver to each male worker receiving not less than 270s. per week of 40 hours. One female improver to each female worker receiving not less than 189s. 0d. 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.

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	296 6	255 0
(b) in charge of one or more persons	310 0	262 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	288 6	210 6
Other shop assistants—		
Between the ages of 21 years and 60 years	270 0	189 0
†60 years of age or over	260 6	
Packer or storeman	262 0	..
Carter driving horse-drawn vehicle	261 0	261 0
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	262 9	262 9
Driver of motor vehicle with a carrying capacity of over 25 cwt.	266 0	266 0
All others	262 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.



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this

2nd day of November, 1953.

H. N. JONES,

Acting 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:—

Apprentices or Improvers.			Other Employees.	Wages per Week of 40 Hours.*	
				Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.
WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours.		s. d.	s. d.
Under 15 years of age	27	64 0	(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	305 0	302 0
15 years of age..	35	83 0	(b) Head cellerman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	285 6	282 6
16 years of age..	48	114 0	(c) Canvasser, i.e., an employee soliciting or collecting orders	270 0	267 0
17 years of age..	59	140 0	(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	264 9	261 9
18 years of age..	73	173 0	(e) Driver of motor vehicle with a carrying capacity of over 25 cwt.	267 6	264 6
19 years of age..	92	218 0	(f) Driver of three or more horses	270 0	267 0
20 years of age..	100+1/6	238 6	(g) Driver of two horses	267 6	264 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.			(h) Driver of one horse	264 9	261 9
The Board has prescribed a form of indenture which must be used.			(i) Stableman	262 0	259 0
PROPORTION (in any shop or place).			(j) All others	270 0	267 0
Apprentices.					
One apprentice to every three or fraction of three workers receiving not less than 267s. per week of 40 hours.					
Improvers.					
One improver to every three workers receiving not less than 267s. per week of 40 hours.					
"Worker" includes an owner or partner acting as working manager.					

* 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.

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[1953

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this

2nd day of November, 1953.

H. N. JONES,

Acting Secretary for Labour.

CARPENTERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 772 of the 7th September, 1953, 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 4½	7 7	7 3½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	7 11½	8 1½	7 10½
(iii) For work of employees in a mixed enterprise	7 11½	8 1½	7 10½
(iv) For building construction work	8 1½	8 3½	8 0½

* 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 13 3	13 19 9	13 10 3
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	14 14 0	15 0 6	14 11 0
(iii) For work of employees in a mixed enterprise	14 14 0	15 0 6	14 11 0
(iv) For building construction work	14 19 6	15 6 0	14 16 6

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

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 32, 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 32, 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, shall remain in force.



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No. 803]

THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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.		Other Employees.	
		Male.	Female.	Males.	Wages.
		£ s. d.	£ s. d.		£ s. d.
Under 16 years ..	52	6 3 0	4 12 6	Leading Hand (i.e. an employee who is in charge and directs the work of three or more employees) General Hand	
16-17 years ..	60	7 2 0	5 6 6		13 16 0
17-18 years ..	70	8 6 0	6 4 0		13 7 0
18-19 years ..	80	9 9 6	7 2 0		
19-20 years ..	90	10 13 6	7 19 6		
20-21 years ..	100	11 17 0	8 17 6		
<p>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.</p> <p>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.</p>					

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 16 0 per week
Adult females and junior males at the rate of	2 4 6 per week
Junior females at the rate of	1 19 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. 804]

THURSDAY, NOVEMBER 5.

[1953]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 506 of the 12th June, 1953, shall be replaced by the following clause:—

2.

WAGES.

Apprentices or Improvers.			Other Employees.	
	Percentage of Basic Wage.	Wages Per Week.		Wages Per Week.
		s. d.		s. d.
Under 16 years of age	67	159 0	Carcass skimmers	314 6
16 years of age and under 17 years of age	73	173 0	All others	308 6
17 years of age and under 19 years of age	94	223 0		
19 years of age and under 20 years of age	100 plus 10s. 6d.	247 6	Afternoon shift employees shall receive an additional 10 per cent. per week.	
20 years of age and under 21 years of age	100 plus 20s. 6d.	263 6	Night shift employees shall receive an additional 10 per cent. per week.	
PROPORTION (by any Employer).			Leading hands on afternoon or night shift shall receive an additional 3s. per shift.	
<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 308s. 6d. per week. An indenture of apprenticeship has been prescribed by the Board				
<i>Improvers.</i> One improver to every four workers receiving not less than 308s. 6d. per week.				

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

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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 574 of the 28th 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.		
	Males.		Females.			Within the Metro- politan District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
	Per- centage of Basic Wage.		Per- centage of Female Basic Wage.				
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
Under 16 years ..	30	71 0	34	60 6	MALES. Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establish- ment in which are sold goods other than those sold by boot dealers, 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 ..		
16 years ..	47	111 6	45	80 0			
17 years ..	63	149 6	55	97 6			
18 years ..	80	189 6	64	113 6			
19 years ..	96	227 6	75	133 0			
20 years ..	100 plus 13s.	250 0	85	151 0	Salesmen	274 0	271 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 or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.					Persons employed in the parcels or country order office, or as packers, porters, or storemen ..	274 0	271 0
PROPORTION (IN ANY SHOP OR PLACE).							
APPRENTICES.							
<i>Males.</i>							
One male apprentice to every three or fraction of three male persons receiving not less than 27½s. per week of 40 hours.							
<i>Females.</i>							
One female apprentice to every three or fraction of three female persons receiving not less than 188s. per week of 40 hours.							
An indenture of apprenticeship prescribed by the Board was advised on 28th March, 1923.							

Improvers.	Other Employees.		
	Wages per Week of 40 Hours.		
		Within the Metropolitan District the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
PROPORTION (IN ANY SHOP OR PLACE).	FEMALES.	s. d.	s. d.
<p><i>Males.</i></p> <p>Two male improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight</p> <p>male persons receiving not less than 271s. per week of 40 hours.</p> <p>and thereafter one additional male improver to every two or fraction of two additional.</p>	<p>Managers of a shop or head saleswoman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding she 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 ..</p>	299 0	296 0
<p><i>Females.</i></p> <p>Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight</p> <p>female persons receiving not less than 188s. per week of 40 hours</p> <p>and thereafter one additional female improver to every two or fraction of two additional.</p> <p>Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.</p>	<p>Saleswomen</p>	193 0	188 0

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



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No. 806]

THURSDAY, NOVEMBER 5.

[1953]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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	50 0	0 6	50 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	66 6	0 6	67 0	
3rd year ..	38	90 0	1 0	91 0	
4th year ..	47	111 6	1 0	112 6	
5th year ..	69	163 6	2 0	165 6	

(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	46 0	0 6	46 6
17 years of age ..	41	73 0	0 6	73 6
18 years of age ..	45	80 0	1 0	81 0
19 years of age ..	55	97 6	1 0	98 6
20 years of age ..	63	112 0	1 0	113 0

(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 9 0	6 0	18 15 0	15 9 6	6 0	15 15 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	17 2 6	6 0	17 8 6	14 3 0	6 0	14 9 0
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	15 16 6	6 0	16 2 6	12 17 0	6 0	13 3 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 12 0	3 0	13 15 0	10 12 6	3 0	10 15 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 10 0	3 0	9 13 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.



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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.				Other Employees.			
Males.			Females.			Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677).	All other parts of Victoria where this Determination applies.
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		
Under 15 years of age ..	26	61 6	15 years of age or under ..	41	73 0		
15 years of age ..	35	83 0	16 years of age ..	49	87 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	281 6 277 0
16 years of age ..	48	114 0	17 years of age ..	60	106 6	* Travelling salesman ..	265 6 261 6
17 years of age ..	63	149 6	18 years of age ..	78	138 6	All others ..	265 6 261 6
18 years of age ..	79	187 0	19 years of age ..	86	152 6		
19 years of age ..	90	213 6	20 years of age ..	94	167 0		
20 years of age ..	100 + 4s.	241 0					
PROPORTION (in any shop or place).			PROPORTION (in any shop or place).				
<i>Apprentices.</i>			<i>Apprentices.</i>				
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.			One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.				
<i>Improvers.</i>			<i>Improvers.</i>				
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.			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.				
						<i>Females.</i>	
						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 ..	222 0 218 3
						In charge of less than three assistants ..	210 9 207 3
						All others ..	191 6 188 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.

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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 553 of the 17th July, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)			Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.			WAGES.		Per week of 40 hours.	Per week of 40 hours.
					£ s. d.	£ s. d.
Under 16 years of age	Percentage of Basic Wage.	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 12 0	15 9 0
16 years of age	33	78 0	Other Branch Managers		14 14 0	14 11 0
17 "	42	99 6	Outside salesmen		13 17 6	13 14 6
18 "	56	132 6	Salesmen or Buyers		13 14 0	13 11 0
19 "	72	170 6	Assemblers of Ordered Goods		13 7 0	13 7 0
20 "	94	223 0				
Proportion (in any shop or place).			NOTE.—See Clause 20 re Definitions.			
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	Receiving not less than the rates fixed for assemblers of ordered goods.					
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.						

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

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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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	73	6	15 years of age or under	37	65	6
16 years of age	44	104	6	16 years of age	43	78	6
17 years of age	60	142	0	17 years of age	56	99	6
18 years of age	78	185	0	18 years of age	70	124	0
19 years of age	97	230	0	19 years of age	83	147	6
20 years of age	100 plus 15s.	252	0	20 years of age	97	172	0

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 :—

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)

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

Female—

Where one or more adult males are under her control

In other cases

Other employees

Wages per week of 40 hours.

Males.

Females.

s. d.

s. d.

289 0

265 6

280 0

..

..

256 6

274 0

205 6

193 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.



VICTORIA GOVERNMENT GAZETTE.

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No. 810]

THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

BOARDING HOUSES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 242 of the 6th March, 1952, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

	Males.		Females.	
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.
		<i>s. d.</i>		<i>s. d.</i>
18 years of age and under	45	106 6	51	90 6
17 years of age	52	123 0	60	106 6
18 years of age	59	140 0	63	112 0
19 years of age	70	166 0	67	119 0
20 years of age	91	215 0	75	133 0

PROPORTION (IN ANY PLACE).

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.

2.—continued.

OTHER EMPLOYEES.		WAGES PER WEEK OF 40 HOURS.	
		*Minimum Wage, without Board and Lodging.	
		Metropolitan District: the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
		s. d.	s. d.
<i>Males.</i>			
Porter .. .. .	.. .. .	254 0	251 0
Head Waiter .. .. .	.. .. .	264 0	261 0
Other Waiters .. .. .	.. .. .	254 0	251 0
First Cook, where the number of persons employed in the kitchen is eight or more .. .. .	.. .. .	304 0	301 0
Five, six, or seven .. .. .	.. .. .	294 0	291 0
Three or four .. .. .	.. .. .	276 0	273 0
Two or less .. .. .	.. .. .	270 0	267 0
Second Cook, where the number of persons employed in the kitchen is eight or more .. .. .	.. .. .	286 6	283 6
Five, six, or seven .. .. .	.. .. .	276 6	273 6
Other Second Cooks .. .. .	.. .. .	264 0	261 0
Sweets Cook .. .. .	.. .. .	266 0	263 0
Grill, Relieving, or Assistant Cook .. .. .	.. .. .	264 0	261 0
Pantryman or Kitchenman .. .. .	.. .. .	254 0	251 0
Persons not otherwise provided for .. .. .	.. .. .	254 0	251 0
<i>Females.</i>			
Housekeeper .. .. .	.. .. .	200 6	197 6
Laundress .. .. .	.. .. .	190 6	187 6
Housemaid, Parlourmaid, or General .. .. .	.. .. .	186 6	183 6
Head Waitress .. .. .	.. .. .	190 6	187 6
Other Waitresses .. .. .	.. .. .	186 6	183 6
First Cook .. .. .	.. .. .	211 6	208 6
Second Cooks .. .. .	.. .. .	205 6	202 6
Sweets Cook .. .. .	.. .. .	206 6	203 6
Grills, Relieving, or Assistant Cook .. .. .	.. .. .	205 6	202 6
Pantrymaid or Kitchenmaid .. .. .	.. .. .	186 6	183 6
Persons not otherwise provided for .. .. .	.. .. .	186 6	183 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—

- (a) boards the employee with three meals per day, 30s. per week less, or
(b) boards and lodges the employee, 47s. per week less.

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 Boarding-house is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

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



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

CANTEEN WORKERS BOARD.

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

WAGES. Improvers.*

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

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

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

(b) Adults.

	Male.	Female.
	£ s. d.	£ s. d.
Cook (Grade 1)	14 4 0	11 7 3
Cook (Grade 2)	13 4 0	9 18 9
Cook working alone	13 9 0	10 7 6
Supervisor .. ..	.. ..	9 16 9
Attendant	12 15 6	9 6 6

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

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

No. 811.—10307/53.—PRICE 3d.





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THURSDAY, NOVEMBER 5.

[1953]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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 £15 4 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 Two	and or and Nil
Five, six, or seven	Two Three Four	and or and One or 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.

No. 812.—10314/53.—PRICE 3d.

(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.

(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 3 0
Second year	.. .. .	47	5 11 6
Third year	.. .. .	64	7 11 6
Fourth year	.. .. .	85	10 1 6
Fifth year	.. .. .	100 + 16s.	12 13 0
(ii) Four-year term—			
First year	.. .. .	42	4 19 6
Second year	.. .. .	64	7 11 6
Third year	.. .. .	85	10 1 6
Fourth year	.. .. .	100 + 16s.	12 13 0
(f) <i>Wages of Improvers</i> .—The minimum weekly wages of improvers shall be:—			
First year	.. .. .	35	4 3 0
Second year	.. .. .	47	5 11 6
Third year	.. .. .	64	7 11 6
Fourth year	.. .. .	85	10 1 6
Fifth year	.. .. .	100 + 16s.	12 13 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.



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

HOSPITAL PHARMACISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 579 of the 31st July, 1953, shall be replaced by the following clause:—

2.

Apprentices.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
	Percentage of Basic Wage.	£.	s. d.			£	s. d.
1st year's experience	26	3	1 6	Chief Pharmaceutical Chemist— (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)			
2nd " " "	47	5	11 6	(a) Where four or more full time pharmaceutical chemists are normally employed	..	25	5 0
3rd " " "	68	8	1 0	(b) Where two or three full time pharmaceutical chemists are normally employed	..	23	10 0
4th " " "	88	10	8 6	(c) Where he is the only pharmaceutical chemist employed	..	22	15 0
5th " " "	100 plus 15s.	12	12 0	Senior Pharmaceutical Chemist	..	21	5 0
PROPORTION.				Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.				Other Hospital Pharmaceutical Chemist—			
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.				1st year's experience as such	..	17	15 0
				2nd " " "	..	18	10 0
				3rd " " "	..	19	5 0
				Thereafter	..	20	5 0

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

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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

LIFT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 549 of the 9th July, 1952, shall be replaced by the following clause :—

2. EMPLOYEES.

	Weekly Wage. s. d.	Note.
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts	279 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female)	267 0	

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

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

No. 814.—10334/53.—Prior 3d.



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 832 of the 17th October, 1952, shall be replaced by the following clause:—

2.

WAGES.

Apprentices.			Improvers.		
	Males. Per Week.	Females. Per Week.		Males. Per Week.	Females. Per Week.
	s. d.	s. d.		s. d.	s. d.
1st year	68 6	57 0	Under 16 years of age	68 6	57 0
2nd year	83 0	69 0	16 years of age	83 0	69 0
3rd year	114 0	80 0	17 years of age	114 0	80 0
4th year	154 0	92 6	18 years of age	154 0	92 6
5th year	192 0	113 6	19 years of age	192 0	113 6
			20 years of age	237 0	140 0

NUMBER (in any place).

Apprentices.

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

Male Improvers.

One male improver to every three or fraction of three male workers receiving 270s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 188s. per week.

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

No. 815.—10335/53.—PRICE 3D.

OTHER EMPLOYEES.										Wages Per Week of 40 Hours.
<i>Males.</i>										
<i>(a) Employees in Warehouses.</i>										<i>s. d.</i>
Foreman of any Department in which six or more workers are employed	..	..	..	..	..	..	..	..	..	301 0
Foreman of any Department in which three to five workers are employed	..	..	..	..	..	..	..	..	..	292 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	..	..	..	..	..	..	..	..	..	290 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	..	..	..	..	..	..	..	..	..	283 0
Drug Department employee who is required only to weigh and/or measure under supervision	..	..	..	..	..	..	..	..	..	277 0
Salesman in any Department under supervision	..	..	..	..	..	..	..	..	..	274 6
All others	..	..	..	..	..	..	..	..	..	270 0
<i>(b) Employees (other than in Warehouses).</i>										
<i>(i) In Alkaloid Extraction Department.</i>										
Foreman in charge of one or more persons	..	..	..	..	..	..	..	..	..	303 0
First assistant	..	..	..	..	..	..	..	..	..	285 0
Second assistant	..	..	..	..	..	..	..	..	..	279 0
<i>(ii) In Alkaloid Refining Department.</i>										
Person in charge of refining operations and records	..	..	..	..	..	..	..	..	..	293 0
Refinery operator purifying alkaloids	..	..	..	..	..	..	..	..	..	285 0
Refinery operator (other)	..	..	..	..	..	..	..	..	..	279 0
<i>(iii) In Other Places.</i>										
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	..	..	..	..	..	..	..	..	..	301 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	..	..	..	..	..	..	..	..	..	292 0
First Assistant where five or more workers are employed	..	..	..	..	..	..	..	..	..	284 0
Ether stillman	..	..	..	..	..	..	..	..	..	282 0
Assistant including operators of machines engaged in any of the following processes under supervision:—										
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	..	..	..	..	..	..	..	..	..	277 0
(b) Granulating	..	..	..	..	..	..	..	..	..
(c) Pill and Tablet Coating	..	..	..	..	..	..	..	..	..
All others	..	..	..	..	..	..	..	..	..	270 0
<i>Females.</i>										
<i>Alkaloid Refinery Department.</i>										
Person in charge of refining operations and records	..	..	..	..	..	..	..	..	..	241 6
Person filling and wrapping	..	..	..	..	..	..	..	..	..	211 0
<i>Other Places.</i>										
Forewoman in charge of one to five workers	..	..	..	..	..	..	..	..	..	206 6
Forewoman in charge of six or more workers	..	..	..	..	..	..	..	..	..	211 3
Other adults	..	..	..	..	..	..	..	..	..	188 0

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



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THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 534 of 25th May, 1951, shall be replaced by the following clause:—

2.

WAGES.

Apprentices or Improvers.

Apprentices.				Improvers.				
				(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—				
				1st year's experience as such .. 201s. 6d. per week.				
				Thereafter The rate provided in clause 2 "Other Employees" for the class of vehicle driven.				
				(b) Other Improvers—				
				Wages per Week.				
				Commencing Age—				
				17 Years or Under.	18 Years.	19 Years.	20 Years.	
				s. d.	s. d.	s. d.	s. d.	
1st year's experience ..				78 0	97 0	130 6	151 6	
2nd " " ..				97 0	130 6	161 6	..	
3rd " " ..				130 6	161 6	..	..
4th " " ..				151 6	..	..	..
And thereafter the minimum wage.								
PROPORTION.								
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.				And thereafter the minimum wage.				
				PROPORTION.				
One improver to every seven or fraction of seven workers receiving not less than the minimum wage.								

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		s.	d.
In which the licensed passenger seating capacity exceeds 18 persons .. .. .	.. .. .	274	0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons .. .. .	.. .. .	270	0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons .. .. .	.. .. .	266	0*
In which the licensed passenger seating capacity does not exceed 7 persons .. .. .	.. .. .	264	0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		s.	d.
In which the licensed passenger seating capacity exceeds 23 persons .. .. .	.. .. .	269	0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons .. .. .	.. .. .	264	0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street .. .. .	.. .. .	258	0
All other drivers .. .. .	.. .. .	254	0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor	287	0
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(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females)	259	0
Greasers .. .. .	.. .. .	264	0
Cleaners .. .. .	.. .. .	252	0
All others—			
Males .. .. .	.. .. .	252	0
Females .. .. .	.. .. .	189	0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

(a) *For drivers of vehicles on regular services—*

After not less than two years, but less than five years of such service, an additional 5s. per week;
After five years or more of such service, an additional 10s. per week.

(b) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles—*

After one year or more of such service, an additional 10s. per week.

(c) *For all other employees—*

After two years or more of such service, an additional 5s. per week.

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



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Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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

Clause 2 of the Determination published in *Government Gazette* No. 252 of the 8th April 1953, as amended by a Determination of the Industrial Appeal's Court on the 12th June 1953, 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.		Percentage of Female Basic Wage.			s. d.	s. d.
		s. d.		s. d.	Males.		
Under 15 years of age	33	78 0	37	65 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	294 6	291 6
At 15 years of age ..	33	78 0	37	65 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	284 6	281 6
At 16 years of age ..	40	95 0	44	78 0	Person in charge of an order tailoring establishment	288 6	285 6
At 17 years of age ..	51	121 0	54	96 0			
At 18 years of age ..	64	151 6	66	117 0			
At 19 years of age ..	80	189 6	77	136 6			
At 20 years of age ..	99	234 6	90	159 6			

Apprentices or Improvers.	Other Employees.		
	*Wages per Week of 40 Hours.		
		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).	Males.	s. d.	s. d.
APPRENTICES. <i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than 271s. per week of 40 hours. <i>Females.</i> One female apprentice to every three or fraction of three female workers receiving not less than 190s. per week of 40 hours. An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Pattern-men, assemblers, or salesmen	274 0	271 0
	Canvassers, who are in any way connected with the sale of goods	277 0	274 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	277 0	274 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	273 6	270 6
	Packers or storemen	269 0	266 0
	Porters	261 0	258 0
	All others	274 0	271 0
	<i>Females.</i> 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	288 6	285 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	225 6	222 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	280 0	277 0
IMPROVERS. One male improver to every male person receiving not less than 271s. per week of 40 hours. Two female improvers to one female person } receiving not Four female improvers to two female persons, and thereafter— } less than 190s. One female improver to each additional } per week of female person } 40 hours. 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.	(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	213 0	210 0
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments	274 0	271 0
	Other saleswomen or pattern women, or assemblers	193 0	190 0
	Packers	236 0	233 0
	Canvassers who are in any way connected with the sale of goods	193 0	190 0
	Porters	236 0	233 0
	All others	193 0	190 0

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



VICTORIA GOVERNMENT GAZETTE.

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No. 818]

THURSDAY, NOVEMBER 5.

[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting 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.				Other Employees.		
		Percentage of Basic Wage.	s. d.		Within the Metro- politan District.	Outside the Metro- politan District wherever this Determi- nation applies.
Under 15 years of age	..	33	78 0			
15 years of age	..	37	87 6			
16 years of age	..	48	114 0			
17 years of age	..	58	137 6			
18 years of age	..	78	185 0			
19 years of age	..	97	230 0			
20 years of age	..	100 + 11/-	248 0			
PROPORTION (within any shop).						
APPRENTICES.						
One apprentice to every three or fraction of three workers receiving not less than 274s. per week.						
IMPROVERS.						
One improver to every two or fraction of two workers receiving not less than 274s. per week.						
					s. d.	s. d.
				Person in charge of a shop (including a branch shop)	288 0	285 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	277 0	274 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)	268 6	265 6
				Other storemen or packers	264 0	261 0
				All others	260 0	257 0

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

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