



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 816]

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.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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**No. 817]**

**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. 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.
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.
<b>APPRENTICES.</b>  <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
<b>IMPROVERS.</b>  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 female person } per week of 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.

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

No. 818.—10342/53.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

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No. 819]

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. 21 (BOOKSELLERS AND NEWSAGENTS).

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

2.

Apprentices or Improvers.					Other Employees.				
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.			
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
						Males.	Females.	Males.	Females.
		s. d.		s. d.		s. d.	s. d.	s. d.	s. d.
15 years of age or under ..	31	73 6	36	64 0	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—				
16 years of age ..	38	90 0	46	81 6					
17 years of age ..	48	114 0	56	99 6					
18 years of age ..	62	147 0	65	115 6					
19 years of age ..	76	180 0	75	133 0					
20 years of age ..	91	215 6	84	149 0	Where two such persons are under his or her control ..	287 6	218 6	287 6	218 6
PROPORTIONS (by any employer).					Where three or more such persons are under his or her control ..	298 0	232 6	298 0	232 6
<i>Apprentices.</i>					<i>All Others.</i>				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					(a) Employed in connexion with the sale or distribution of newspapers	264 6	178 0	261 6	177 6
An indenture of apprenticeship has been prescribed by the Board.					(b) Employed at any other work ..	272 0	182 0	269 0	177 6
<i>Improvers.</i>									
Two improvers to each adult worker receiving not less than 261s. 6d. per week of 40 hours in the case of a male adult and 177s. 6d. per week of 40 hours in the case of a female adult.									

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

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

No. 819.—10344/53.—PRICE 3d.







# VICTORIA GOVERNMENT GAZETTE.

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No. 820]

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  
4th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

### ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 108 of the 30th January, 1951, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.			
Wages.					Wages.			
Per Week, of 40 Hours.					Per Week of 40 Hours.			
	Percentage of Basic Wage.	Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 and under 17 years of age	50	118 6	1 0	119 6	Wet sheet machine leading hand ..	260 0	5 0	265 0
17 and under 18 years of age	58	137 6	1 2	138 8	Wet sheet machine operator ..	256 0	5 0	261 0
18 and under 19 years of age	69	163 6	1 4	164 10	Mixer operator—in sole charge of Tide mill ..	256 0	5 0	261 0
19 and under 20 years of age	85	201 6	1 7	203 1	Mixer operator—other ..	253 0	5 0	258 0
20 and under 21 years of age	100+2s.	239 0	2 1	241 1	Asbestos treatment operator ..	255 0	5 0	260 0
					Cutter-off in charge ..	260 0	5 0	265 0
					Cutter-off ..	252 6	5 0	257 6
					Plateman or stacker ..	253 0	5 0	258 0
					Corrugating machine operator ..	253 0	5 0	258 0
					Hand corrugator ..	251 6	5 0	256 6
					Wet trimmer (Power guillotine only)	253 0	5 0	258 0
					Leading hand in charge of dry trimming ..	260 0	5 0	265 0
					Dry trimmer—operating power cutting machine ..	253 0	5 0	258 0
					Accessories hand moulder—welded or grafted mouldings ..	255 0	5 0	260 0
					Accessories hand moulder—plain mouldings ..	253 0	5 0	258 0

No apprentices or improvers under the age of sixteen years to be engaged.

## WAGES—continued.

Apprentices or Improvers.				Other Employees.			
Wages.				Wages.			
Per Week of 40 Hours.				Per Week of 40 Hours.			
Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	
PROPORTION (IN ANY PLACE).				s. d.	s. d.	s. d.	
<i>Apprentices and Improvers.</i>							
Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".				Operator cement bulk handling ..	255 0	5 0	260 0
				Pipe machine leading hand ..	264 0	5 0	269 0
				Mazza machine control operator ..	255 0	5 0	260 0
				Pressure pipe curing tank hand ..	252 6	5 0	257 6
				Operator pressure pipe turning and socket boring machine ..	252 6	5 0	257 6
				Operator pressure pipe turning and socket boring machine (who sets up machine) ..	257 6	5 0	262 6
				Pressure pipe socket fitter ..	252 6	5 0	257 6
				All others ..	250 0	5 0	255 0

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

Clauses, other than clause 2, of the said Determination as amended on the 5th April, 1951, shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 821]

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.

### GENERAL BOARD.

(Abrasives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 147 of the 9th February, 1951, shall be replaced by the following clause:—

2.

#### WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Amount.	(b) Other Employees.
<b>Males.</b>			<b>Abrasive Paper or Cloth.</b>
1st years' experience .. .. .	22	s. d. 52 0	
2nd years' experience .. .. .	31	73 6	
3rd years' experience .. .. .	42	99 6	
4th years' experience .. .. .	57	135 0	
5th years' experience .. .. .	73	173 0	
6th years' experience .. .. .	84	199 0	
7th years' experience .. .. .	90	213 6	
and thereafter the minimum wage.			
<b>Females.</b>			<b>Males.</b>
1st six months' experience .. .. .	23	s. d. 41 0	Machine operators .. .. .
2nd six months' experience .. .. .	30	53 0	All others .. .. .
3rd six months' experience .. .. .	34	60 6	
4th six months' experience .. .. .	41	73 0	
5th six months' experience .. .. .	45	80 0	
6th six months' experience .. .. .	52	92 6	
7th six months' experience .. .. .	57	101 0	
8th six months' experience .. .. .	65	115 6	
and thereafter the minimum wage.			
			<b>Females.</b>
			All adults .. .. .
			177 6
			<b>Abrasive Articles (other than Abrasive Paper or Cloth).</b>
			s. d.
			Head burners .. .. .
			250 0
			Other burners .. .. .
			246 0
			Surfacers of abrasive articles .. .. .
			243 0
			All others .. .. .
			240 0

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

#### PROPORTION.

(a) *Abrasive Paper or Cloth.*

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

(b) *Abrasive Articles (other than Abrasive Paper or Cloth).*

Two improvers to the first adult employed, and thereafter one improver to each adult.

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

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

No. 821.—10326/53.—PRICE 3D.



The following table shows the results of the experiments conducted on the various specimens of the material under investigation. The data are presented in a tabular form, with the first column representing the specimen number, the second column representing the initial weight, the third column representing the final weight, and the fourth column representing the percentage change in weight.

Specimen No.	Initial Weight (g)	Final Weight (g)	% Change
1	10.0	9.8	-2.0
2	10.0	9.5	-5.0
3	10.0	9.2	-8.0
4	10.0	8.8	-12.0
5	10.0	8.5	-15.0
6	10.0	8.2	-18.0
7	10.0	7.8	-22.0
8	10.0	7.5	-25.0
9	10.0	7.2	-28.0
10	10.0	6.8	-32.0

The results indicate a consistent decrease in weight for all specimens, with the percentage change increasing as the specimen number increases. This suggests a progressive loss of material or a change in the physical properties of the specimens over time or under the conditions of the experiment.



# VICTORIA GOVERNMENT GAZETTE.

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No. 822]

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.

### GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.										(b) ADULTS.	
Males.			Females.								
s. d.			Experience.	Commencing Age.						s. d.	
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.			
1st year's experience..	52	0	1st year ..	44 6	53 0	57 0	69 0	85 0	99 6	Females ..	177 6
2nd "	"	73 6	2nd "	65 6	73 0	80 0	99 6	110 0	..	Males—	
3rd "	"	99 6	3rd "	85 0	94 0	101 0	129 6	..	..	Cutters ..	243 0
4th "	"	135 0	4th "	108 6	117 0	129 6	..	..	..	All others..	240 0
5th "	"	173 0	5th "	129 6	129 6	..	..	..	..		
6th "	"	199 0									
7th "	"	213 6									
and thereafter the rate prescribed for adults.											
PROPORTION.											
Two male improvers to each male person receiving not less than the rate prescribed for adults.											
Three female improvers to each female person receiving not less than the rate prescribed for adults.											

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

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

No. 822.—10327/53.—PRICE 3d.

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# VICTORIA GOVERNMENT GAZETTE.

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No. 823]

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.

### GENERAL BOARD.

(Asbestos Articles Section.)

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
		Percentage of Basic Wage.	s. d.	<i>Males.</i>			
Under 17 years of age	..	23	54 6				
17 years of age	..	35	83 0	Oven hands	..	..	244 0
18 years of age	..	47	111 6	Machine attendants	..	..	244 0
19 years of age	..	63	149 6	All others of 3 months' or more experience	..	..	240 0
20 years of age	..	77	182 6	All others of less than 3 months' experience	..	..	238 0
<i>Proportion (in any place).</i>				<i>Females.</i>			
One improver to every three adult employees.				All adults	..	..	177 6

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 824]

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.

### GENERAL BOARD.

(Buttons and Buckles Section.)

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.					
Males.			Females.								
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—						
		s. d.			s. d.	Males ..	..	..	..	240	0
1st year ..	22	52 0	1st six months	23	41 0	Females ..	..	..	..	177	6
2nd „ ..	30	71 0	2nd „ ..	29	51 6						
3rd „ ..	41	97 0	3rd „ ..	34	60 6						
4th „ ..	56	132 6	4th „ ..	41	73 0						
5th „ ..	71	168 6	5th „ ..	45	80 0						
6th „ ..	82	194 6	6th „ ..	52	92 6						
7th „ ..	87	206 0	7th „ ..	57	101 0						
			8th „ ..	65	115 6						

And thereafter the minimum wage prescribed for adults.

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

#### PROPORTION (IN ANY PLACE).

##### Males.

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

##### Females.

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

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

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

5



# VICTORIA GOVERNMENT GAZETTE.

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No. 825]

FRIDAY, NOVEMBER 6.

[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.

### CONFECTIONERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 14 of the 10th January, 1952, shall be replaced by the following clauses:—

2.

#### APPRENTICES AND IMPROVERS.

#### Wages.

Males.			Females.		
		s. d.			s. d.
<i>(Assisting the Storeman and Packer.)</i>					
18 years of age and under 19 years .. ..	..	161 0	16 years of age and under .. ..	..	78 0
19 years of age and under 20 years .. ..	..	201 6	17 years of age .. ..	..	102 0
20 years of age and under 21 years .. ..	..	240 0	18 years of age .. ..	..	123 0
<i>All Other Males.</i>			19 years of age .. ..	..	147 0
16 years of age and under .. ..	..	104 6	20 years of age .. ..	..	170 6
17 years of age .. ..	..	128 0			
18 years of age .. ..	..	173 0	<b>PROPORTION.</b>		
19 years of age .. ..	..	199 0	Three female juniors to every two female adults receiving		
20 years of age .. ..	..	220 6	not less than the adult minimum rate.		
<b>PROPORTION.</b>					
<i>(Assisting the Storeman and Packer.)</i>					
One male apprentice to every three or fraction of three male					
workers receiving not less than 26/8s. per week.					
One male improver to every four or fraction of four male					
workers receiving not less than 26/8s. per week.					
<i>Other Males.</i>					
Two male juniors to every three male adult workers receiving					
not less than the adult minimum rate.					

3. OTHER EMPLOYEES.									
Wages per Week.									
Males.									
									s. d.
Confectioners, Group 1	..	..	..	..	..	..	..	..	279 0
Confectioners, Group 2	..	..	..	..	..	..	..	..	273 0
Confectioners, Group 3	..	..	..	..	..	..	..	..	267 0
Confectioners, Group 4	..	..	..	..	..	..	..	..	261 0
Confectioners, Group 5	..	..	..	..	..	..	..	..	255 0
Storeman or packer—									
(a) Who works singly	..	..	..	..	..	..	..	..	271 6
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:									
(i) 1, 2, 3, 4, 5, or 6 such persons	..	..	..	..	..	..	..	..	273 9
(ii) 7 or more such persons	..	..	..	..	..	..	..	..	287 9
Other storeman or packer engaged in the despatch or bulk receiving stores	..	..	..	..	..	..	..	..	267 0
Females.									
All adult females	..	..	..	..	..	..	..	..	191 0

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



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No. 826]

FRIDAY, NOVEMBER 6.

[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.

### CORK TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 377 of the 16th May, 1952, shall be replaced by the following clause:—

2. (a)

WAGES.

	Per Week.
<i>Adult Males.</i>	
Cork Cutting:—	£ s. d.
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—	
First six months .. .. .	12 16 6
Thereafter .. .. .	13 0 6
Feeders and/or operators of machines, i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing .. .. .	12 14 6
All others .. .. .	12 11 6
Cork Board:—	
Oven hand in charge (curing) .. .. .	13 6 6
All others .. .. .	12 11 6
Compressed Cork:—	
Oven hand in charge (curing) .. .. .	13 6 6
Splitting with band knife and/or mixing granules with adhesive by machinery .. .. .	12 19 6
All others .. .. .	12 14 6
Fishing Requisites:—	
Rounding and/or drawing off—	
First six months .. .. .	12 16 6
Thereafter .. .. .	13 6 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks .. .. .	12 14 6
All others .. .. .	12 11 6
<i>Adult Females.</i>	
Under three months' experience .. .. .	8 17 6
All others .. .. .	9 0 6

(b)

## APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age .. ..	25	2 19 0	17 years of age and under ..	54	4 16 0
16 years of age .. ..	35	4 3 0	18 years of age .. ..	64	5 13 0
17 years of age .. ..	48	5 14 0	19 years of age .. ..	74	6 11 6
18 years of age .. ..	60	7 2 0	20 years of age .. ..	85	7 11 0
19 years of age .. ..	76	9 0 0			
20 years of age .. ..	91	10 15 6			

## PROPORTION (in any place).

## APPRENTICES.

*Males.*

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

*Females.*

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

## IMPROVERS.

*Males.*

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

*Females.*

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

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 827]

FRIDAY, NOVEMBER 6.

[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.

## DISPENSARIES BOARD.

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

2.

Apprentices and Juvenile Workers.					Other Employees.			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
(a) Apprentices.								
	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st six months' experience ..	19	45 0	0 6	45 6	Chief Pharmaceutical Chemist	361 0	6 0	367 0
2nd six months' experience ..	29	68 6	1 0	69 6	Assistant Pharmaceutical Chemist ..	321 0	6 0	327 0
3rd six months' experience ..	39	92 6	1 3	93 9	Unqualified Assistant ..	303 0	6 0	309 0
4th six months' experience ..	49	116 0	1 9	117 9	Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations			
5th six months' experience ..	59	140 0	2 0	142 0	(i) With less than 3½ years experience in a dispensary	193 0	3 0	196 0
6th six months' experience ..	69	163 6	2 3	165 9	(ii) All others ..	204 0	3 0	207 0
7th six months' experience ..	78	185 0	2 6	187 6				
8th six months' experience ..	97	230 0	3 0	233 0				

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

WAGES PER WEEK OF 40 HOURS				
(b) Juvenile Workers.				
	Per- centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.
1st six months' experience ..	19	45 0	0 6	45 6
2nd six months' experience ..	24	57 0	1 0	58 0
3rd six months' experience ..	33	78 0	1 3	79 3
4th six months' experience ..	42	88 6	1 9	90 3
5th six months' experience ..	48	114 0	2 0	116 0
6th six months' experience ..	57	135 0	2 3	137 3
7th six months' experience ..	66	156 6	2 6	159 0
8th six months' experience ..	75	177 6	3 0	180 6

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

PROPORTION (IN ANY PLACE).

(a) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 327s. per week.

(b) Juvenile Workers.

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 828]

FRIDAY, NOVEMBER 6.

[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.

## EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 15th January, 1951, shall be replaced by the following clause:—

2.

### IMPROVERS.

	Wages.	Proportion (by any Employer).
	Per Hour.	
	<i>s. d.</i>	IMPROVERS.
Under 18 years of age .. .. .	4 5	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20 .. .. .	5 3	
20 years of age and under 21 .. .. .	Appropriate adult rate	

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

No. 828.—10321/53.—PRICE 3b.

## OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer ..	7	1
Pitcher setter, cube setter, or pavior ..		
Weigher and/or mixer on hot asphaltic mixing plant ..		
Rigger ..		
Splicer of Wire Rope or Hemp Rope ..	7	1
Bitumen pourer or kettle attendant ..		
Tunnel man or shaft sinker ..		
Timber man in tunnel or shaft ..		
Pipe joiner, or pipe layer ..	7	0
Powder monkey ..		
Sinker in trenches for storm-water drain ..		
Finisher in concrete work ..		
Leading tackle hand ..	7	0
Skid scoop (tumbling Tommy), filler, and/or driver ..		
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work ..		
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute ..		
Jack hammerman ..	6	11
Mixer, ganger spreading or layer on of concrete ..		
Tar, bitumen or emulsion sprayer operator ..		
Faceman in gravel pit ..		
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track ..	6	11
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion ..		
Batterman using batter rule ..		
Boodler in tunnel ..		
Fencer ..	6	11
Sanitary or garbage attendant ..		
Scabber in tunnel ..		
Metal or gravel spreader ..		
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter ..	7	5
Filler of monkey-tail scoop ..		
Setter out of reinforcements ..		
Pointe man on tram or locomotive line ..		
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level ..	7	4
Cold asphaltic shoveller or forker ..		
Ploughman's offsider ..		
Tipper of monkey-tail scoop ..		
Slurry filler ..	7	1
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks ..		
Driver power grader 35-h.p. or over ..		
Driver power grader under 35-h.p. ..		
Driver side loader ..	7	0
Driver tractor (oil) 35-h.p. and over ..		
Driver tractor (oil) under 35-h.p. ..		
Driver of traction engine or road roller (steam) ..		
Driver road roller (internal combustion) ..	7	3
All others ..		

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 829]

FRIDAY, NOVEMBER 6.

[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.

### FARRIERS BOARD.

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

2.

*Wages.*

Apprentices and Improvers.			Other Employees.	
	Percentage of Basic Wage.	Total Wage Per Week 40 Hours.		
		s. d.		
1st year's experience .. ..	39	92 6	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
2nd year's experience .. ..	43	102 0	All Employees 286s. per week of 40 hours.	
3rd year's experience .. ..	54	128 0	(b) Employed outside the areas specified in paragraph (a):—	
4th year's experience .. ..	83	196 6	All Employees 283s. per week of 40 hours.	
5th year's experience .. ..	100 + 6s.	243 0		

PROPORTION (WITHIN ANY PLACE).  
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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**No. 830]**

**FRIDAY, NOVEMBER 6.**

**[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.

### FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 376 of the 16th May, 1952, shall be replaced by the following clause:—

2.

IMPROVERS.					OTHER EMPLOYEES.				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
Age.	Males.		Females.						
	Percentage of Basic Wage.		Percentage of Female Basic Wage.						
		s. d.		s. d.					
Under 16 years ..	30	71 0	35	62 0					
16 years ..	38	90 0	39	69 0					
17 years ..	51	121 0	46	81 6					
18 years ..	56	132 6	55	97 6					
19 years ..	78	178 0	68	117 0					
20 years ..	83	196 6	75	133 0					
PROPORTION (IN ANY PLACE).									
Improvers.									
One improver to every worker receiving not less than the minimum wage.									
<p><i>Note.</i>—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.</p>									
					MALES.				
					s. d.				
					Persons employed in the cotton wool bleaching department .. .. .	270	0		
					Woollen pickers .. .. .	267	0		
					Feeders of—				
					Rag machines .. .. .	265	0		
					Other machines .. .. .	265	0		
					Rippers .. .. .	265	0		
					Persons operating milling machine, hardening machine, or tentering machine .. .. .	265	0		
					Persons operating other machines .. .. .	265	0		
					Assistant to persons operating milling machine, hardening machine, or tentering machine .. .. .	263	0		
					Assistant to persons operating other machines .. .. .	263	0		
					Cotton pickers .. .. .	262	0		
					All others .. .. .	261	0		
					Leading hands, if in charge of four or more workers .. .. .	5s. a week extra			
					FEMALES.				
					Feeders of rag machines .. .. .	190	9		
					Feeders of machines other than rag machines .. .. .	183	9		
					Rippers .. .. .	179	0		
					Woollen pickers .. .. .	185	6		
					Cotton pickers .. .. .	179	0		
					Weighters and wrappers of cotton wool .. .. .	179	0		
					All others .. .. .	179	0		
					Leading hands, if in charge of four or more workers .. .. .	5s. a week extra			

*NOTE.*—The Board has determined that no apprentice shall be taken in the trade.

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

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# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 6.

[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.

## FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1222 of the 29th November, 1951, shall be replaced by the following clauses:—

### APPRENTICES AND IMPROVERS.

2. (a)

Rates per Week of 40 Hours.

Experience.	Males.	Females.	Females 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 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.
- (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 to every two or fraction of two journeymen.
- (ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
- (iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly-wage schedule 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 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.

## 3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
	£ s. d.
<i>Journeymen.</i>	
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description .. .. .	15 7 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine .. .. .	14 11 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns .. .. .	13 17 0
Machinists, namely, males employed machining any part of a garment and/or part of an article .. .. .	14 6 0
All other adult males not herein classified .. .. .	12 7 0

*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.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine .. .. .	10 10 0
Machinists, namely, females employed machining any part of a garment or part of an article .. .. .	10 5 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand .. .. .	10 5 0
All other adult females not herein classified .. .. .	9 5 0

NOTE.—An amount of 5s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or taskwork 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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No. 832]

FRIDAY, NOVEMBER 6.

[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.

### HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1225 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

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.

- (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 or Improvers.

- (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 journeywoman.  
(iii) 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 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 IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) 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 AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	14 13 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	14 8 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	14 0 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	14 0 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	14 14 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	14 0 0
Pressers, namely, males employed pressing any article of headwear ..	14 0 0
Machinists, namely, males employed machining any parts of articles of headwear ..	14 3 0
All other adult males not herein classified ..	12 7 0

*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.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear ..	10 15 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	10 5 0
Pressers, namely, females employed pressing any article of headwear ..	9 17 0
Machinists, namely, females employed machining any part of articles of headwear ..	10 0 0
Milliners, tablehands, adornment workers, or finishers ..	10 0 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	10 15 0
Hand sewers of buttons, hooks and eyes, press studs ..	9 8 0
All other adult females not herein classified ..	9 5 0

NOTE.—An amount of 5s. per week for journeymen and 3s. 9d. per week for journeywomen 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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FRIDAY, NOVEMBER 6.

[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.

### AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 259 of the 10th April, 1953, shall be replaced by the following clause:—

2.

#### JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age .. .. .	2 19 0	17 years of age and under .. .. .	4 16 0
16 years of age .. .. .	4 3 6	18 years of age .. .. .	5 14 0
17 years of age .. .. .	5 13 0	19 years of age .. .. .	6 12 6
18 years of age .. .. .	7 2 6	20 years of age .. .. .	7 10 6
19 years of age .. .. .	8 19 0		
20 years of age .. .. .	10 15 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

## OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warburton; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>Adult Males—</b>		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe .. .. .	13 17 0	13 14 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant .. .. .	13 7 0	13 4 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine .. .. .	13 2 0	12 19 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters .. .. .	12 17 0	12 14 0
Employee engaged in handling Glauber Salts .. .. .	12 17 0	12 14 0
Box repairer and wood worker .. .. .	13 2 0	12 19 0
All others .. .. .	12 14 0	12 11 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
<b>Adult Females—</b>		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables .. .. .	9 4 6	9 2 6

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



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FRIDAY, NOVEMBER 6.

[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. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 657 of the 21st June, 1951, shall be replaced by the following clauses:—

2.

#### APPRENTICES OR IMPROVERS.

Males.					Females (see clause 4).				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.				s. d.	
1st year .. .. .	80 6	116 0	116 0	142 0	Under 16 years of age .. .. .	..	..	90 6	
2nd year .. .. .	116 0	142 0	142 0	177 6	16 and under 17 years of age .. .. .	..	..	101 0	
3rd year—					17 and under 18 years of age .. .. .	..	..	110 0	
1st 6 months .. .. .	142 0	177 6	177 6	230 0	18 and under 19 years of age .. .. .	..	..	120 6	
2nd 6 months .. .. .	166 0	189 6	189 6	242 0	19 and under 20 years of age .. .. .	..	..	133 0	
4th year—					20 and under 21 years of age .. .. .	..	..	144 0	
1st 6 months .. .. .	177 6	201 6	230 0	Minimum wage					
2nd 6 months .. .. .	189 6	213 6	242 0						
5th year—									
1st 6 months .. .. .	201 6	230 0	Minimum wage						
2nd 6 months .. .. .	213 6	242 0							
6th year—									
1st 6 months .. .. .	230 0	Minimum wage							
2nd 6 months .. .. .	242 0								
Thereafter .. .. .	Minimum wage								

#### PROPORTION (BY ANY EMPLOYEE).

##### Apprentices.

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

##### Improvers.

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

#### PROPORTION (IN ANY PLACE).

##### Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 280s. per week of 40 hours.

##### Improvers.

One improver to every four workers receiving not less than 280s. per week of 40 hours.

3.

## OTHER EMPLOYEES.

Wages per Week of 40 Hours.		Wages per Week of 40 Hours.			
			Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
<i>Females (see Clause 4).</i>	<i>s. d.</i>	<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Adult females .. .. .	184 6	Males .. .. .	277 0	3 0	280 0

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