



# VICTORIA GOVERNMENT GAZETTE.

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No. 841]

TUESDAY, NOVEMBER 10.

[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  
9th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

### CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1236 of the 30th November, 1951, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. (a)

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years 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 piece-work 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) (i)

PROPORTION (IN ANY FACTORY OR PLACE).

*Male Apprentices or Improvers.*

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed	One apprentice or improver to every three or fraction of three journeymen employed

*Females.*

One apprentice or improver to every journeywoman employed.

(ii) 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 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 in Groups A. and B. and Also Female Improvers in Group A.*

(j) After the commencement of this Determination no male in Groups A. and B. 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 OR IMPROVERS.)

GROUP A.

*Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including 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 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
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	14 13 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions .. .. .	14 13 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard .. .. .	14 13 0
6. 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
7. Machinists, namely, males employed machining any part of a garment .. .. .	14 6 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments .. .. .	14 6 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings .. .. .	14 6 0
10. 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
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	13 7 0
12. 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 specified by clause 4 of this Determination.

	Wages Per Week.		
	£	s.	d.
13. 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
14. 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
15. Coat table hands or coat machinists, 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. 14 of this Determination. .. .. .	10	15	0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	11	11	0
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear .. .. .	10	2	6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests .. .. .	10	2	6
19. Hand sewers of buttons .. .. .	9	7	6
20. 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.

*Ready Made Clothing For Males*—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

	Wages Per Week.		
	£	s.	d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments .. .. .	14	17	0
22. 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
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	14	13	0
23. (a) Machinists, namely, males employed machining any part of a garment .. .. .	14	6	0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions .. .. .	14	13	0
25. 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
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments .. .. .	14	6	0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings .. .. .	14	6	0
28. 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
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	13	7	0
30. Proofers, namely, males employed proofing garments with oil or other substances .. .. .	13	12	0
31. 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 as specified by clause 4 of this Determination.

	Wages Per Week.		
	£	s.	d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	10	15	0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	11	11	0
34. Head of a table or 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
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions .. .. .	10	5	0
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear .. .. .	10	0	0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests .. .. .	10	0	0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	9	15	0
39. Hand sewers of buttons .. .. .	9	7	6
40. 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. Provided that the weekly earnings of pieceworkers shall, for every £1 earned, be increased in the following manner :—

Males	..	..	..	..	..	..	..	..	..	12s. 6½d.
Tailoresses	..	..	..	..	..	..	..	..	..	11s. 2½d.
Female coat hands	..	..	..	..	..	..	..	..	..	12s. 7d.
Female vest and trouser hands	..	..	..	..	..	..	..	..	..	13s. 10¾d.

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.



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TUESDAY, NOVEMBER 10.

[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.

## HOSPITAL NURSES BOARD.

Clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4 of the Determination published in *Government Gazette* No. 977 of the 21st November, 1952, shall be replaced by the following clauses:—

### PART 1.

**NOTE.—This part applies to—**

- (a) Certificated nurses in public, private, intermediate, or community hospitals, or in benevolent or convalescent homes;  
(b) Nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria.

#### WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 55s. 0d. per week for male nurses and 50s. 0d. per week for female nurses and trainees may be deducted in respect of such board and lodging, notwithstanding that such employee may decide not to avail himself or herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

#### TRAINEES.

##### Females.

MIDWIFERY TRAINEES.	OTHER TRAINEES.	
Per Week.	Per Week.	
£ s. d.	£ s. d.	
1st year .. .. .	1st year .. .. .	5 14 0
.. .. . 5 14 0	2nd year .. .. .	6 1 6
and thereafter .. .. .	and thereafter .. .. .	6 14 6
.. .. . 6 7 6		

Provided that if a female person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining a midwifery certificate, the wage to be paid for such further training shall be at the rate of £11 0s. 0d. per week.

##### Males.

Per Week.
£ s. d.
1st year .. .. . 7 1 0
2nd year .. .. . 8 4 6
and thereafter .. .. . 9 6 6

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £12 16s. per week.

Provided further that if a male person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining another certificate the wages to be paid for such further training shall be at the rate of £9 6s. 6d. per week if under the age of 21 years and £12 16s. per week if 21 years of age or over.

#### Proportion.

The proportion of trainees in a training hospital approved by the Nurses' Registration Board of Victoria to certificated nurses shall be not more than six trainees to each certificated nurse exclusive of the matron.

OTHER EMPLOYEES.

Matrons.

(i) Subject to sub-clause (ii) hereof the wages payable to Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows:—

	Per Week.
	£ s. d.
Under 10 beds .. .. .	14 12 6
From 10 to 19 beds .. .. .	14 17 6
.. 20 .. 39 .. .. .	15 2 6
.. 40 .. 65 .. .. .	15 10 0
.. 66 .. 100 .. .. .	16 0 0
.. 101 .. 150 .. .. .	16 10 0
.. 151 .. 200 .. .. .	17 0 0
.. 201 .. 250 .. .. .	17 10 0
.. 251 .. 300 .. .. .	18 0 0
Over 300 beds .. .. .	18 10 0

Provided that the wages of any Matron in a Hospital Registered as a Training School or a part-time Training School shall not be less than £15 2s. 6d. per week.

(ii) Any Matron in a Hospital in which there is no Resident Medical Officer and which hospital is registered as a training school or a part time training school shall, in addition to the wages prescribed in sub-clause (i) hereof, receive an allowance at the rate of £52 per annum.

(iii) Wages payable to Matrons employed in benevolent homes shall be based on the daily average occupied number of beds as follows:—

	Per Week.
	£ s. d.
100 beds or under .. .. .	15 0 0
From 101 to 200 beds .. .. .	15 10 0
.. 201 .. 300 .. .. .	16 0 0
.. 301 .. 450 .. .. .	16 10 0
Over 450 beds .. .. .	17 0 0

Deputy or Assistant Matrons.

(i) Wages payable to deputy or assistant Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows:—

	Per Week.
	£ s. d.
From 101 to 150 beds .. .. .	14 10 0
.. 151 .. 200 .. .. .	15 0 0
.. 201 .. 250 .. .. .	15 10 0
Over 250 beds .. .. .	16 0 0

(ii) Wages payable to deputy or assistant Matrons employed in benevolent homes shall be based on the daily occupied average number of beds as follows:—

	Per Week.
	£ s. d.
From 201 to 300 beds .. .. .	14 5 0
.. 301 .. 450 .. .. .	14 10 0
Over 450 beds .. .. .	14 15 0

Home Sisters and Certificated Midwifery Nurses.

	Per Week.
	£ s. d.
Home Sister .. .. .	13 5 0
Certificated Midwifery Nurses .. .. .	10 17 0

Employees not Elsewhere Provided for in Part 1.

The wages of the following employees shall vary according to their length of service in the institution at which they are employed at the class of work mentioned, provided that a nurse with not less than an aggregate of three years' experience at such class, who then commences work in another institution, shall for the first twelve months' service in such institution, be paid not less than the rate herein provided in Column C, and thereafter not less than the rate herein in Column D.

	COLUMN A.	COLUMN B.	COLUMN C.	COLUMN D.
	During the First Year.	During the Second Year.	During the Third Year.	Thereafter.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing .. .. .	13 15 0	14 0 0	14 5 0	14 10 0
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing .. .. .	12 15 0	13 0 0	13 5 0	13 10 0
Senior Tutor Sister (which includes a Tutor Sister where only one is employed) .. .. .	13 15 0	14 0 0	14 5 0	14 10 0
Tutor Sisters other than senior tutor sister .. .. .	12 10 0	12 15 0	13 0 0	13 5 0
Night Sister in charge of 20 beds of more .. .. .	12 15 0	13 0 0	13 5 0	13 10 0
Other Night Sister in charge .. .. .	12 10 0	12 15 0	13 0 0	13 5 0
X-ray Sister who is a registered technician .. .. .	12 15 0	13 0 0	13 5 0	13 10 0
Sisters .. .. .	12 10 0	12 15 0	13 0 0	13 5 0
Staff Nurses .. .. .	11 0 0	11 10 0	11 15 0	12 0 0
<i>Males.</i>				
Male Nurses .. .. .	14 9 0	14 19 0	15 10 0	15 15 0

PART 2

NOTE.—Section I. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
- (ii) in any pre-school centre (including any crèche, nursery school, kindergarten, or play group).

Section II. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed in any—

- infant welfare training school,
- mothercraft training school, or
- babies' home.

**SECTION I.**

**WAGES.**

1. Any employee required to live in shall be provided with laundry, free of charge, but a sum of 50s. 0d. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister .. .. .	14 4 6

**SECTION II.**

**WAGES.**

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 50s. 0d. per week may be deducted from the wages hereinafter provided, for board and lodging.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

(a) *Employees in Infant Welfare Training Schools only or in Infant Welfare and Mothercraft Training Schools combined.*

	Per Week.
	£ s. d.
Matron .. .. .	15 14 6
Sister—	
During the first year's service at the Institution .. .. .	12 15 0
During the second year's service at the Institution .. .. .	13 0 0
Thereafter at such Institution .. .. .	13 5 0

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(b) *Employees in Mothercraft Training Schools only.*

	Per Week.
	£ s. d.
Matron .. .. .	15 4 6
Sister—	
During the first year's service at the Institution .. .. .	12 15 0
During the second year's service at the Institution .. .. .	13 0 0
Thereafter at such Institution .. .. .	13 5 0

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(c) *Employees in Babies' Homes.*

	Per Week.
	£ s. d.
Matron .. .. .	14 10 6
Sister .. .. .	12 15 0

**PART 3.**

**NOTE.—This part applies to—**

**Certificated nurses engaged in connexion with any industrial or commercial undertaking.**

	Per Week.
	£ s. d.
During the first year's service .. .. .	12 5 0
During the second year's service .. .. .	12 10 0
Thereafter .. .. .	12 15 0

**PART 4.**

**NOTE.—Section I. of this part applies to—**

**Certificated nurses employed in his practice by a qualified medical practitioner or dentist or employed by any medical or dental society, clinic or service.**

**Section II. of this part applies to—**

**Certificated nurses employed by any nursing society or association.**

**SECTION I.**

**WAGES.**

	Per Week.
	£ s. d.
X-ray nurse, who is a registered technician	
During the first year's service .. .. .	12 15 0
During the second year's service .. .. .	13 0 0
Thereafter .. .. .	13 5 0
Other nurse :—	
During the first year's service .. .. .	12 10 0
During the second year's service .. .. .	12 15 0
Thereafter .. .. .	13 0 0

**SECTION II.**

**WAGES.**

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 50s. 0d. per week may be deducted in respect of such board and lodging notwithstanding that such employee may decide not to avail herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

	Per Week.
	£ s. d.
During the first year .. .. .	12 10 0
During the second year .. .. .	12 15 0
Thereafter .. .. .	13 0 0

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







# VICTORIA GOVERNMENT GAZETTE.

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No. 843]

TUESDAY, NOVEMBER 10.

[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.

### LEATHER-GOODS BOARD.

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

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles .. .. .	13 11 0	13 8 0
All other Journeymen .. .. .	13 17 0	13 14 0
Journeywomen engaged in the trimming of gloves, cutting out forecuts and quirks, or cutting cotton ends .. .. .	9 8 0	9 6 0
Other Journeywomen .. .. .	9 13 6	9 11 6

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

No. 843.—10500/53.—PRICE 3d.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five year terms—</b>		
First year's experience .. .. .	71 0	70 0
Second year's experience .. .. .	83 0	82 0
Third year's experience .. .. .	118 6	117 0
Fourth year's experience .. .. .	189 6	187 0
Fifth year's experience .. .. .	237 0	234 0
<b>Four year terms—</b>		
First year's experience .. .. .	71 0	70 0
Second year's experience .. .. .	118 6	117 0
Third year's experience .. .. .	189 6	187 0
Fourth year's experience .. .. .	237 0	234 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 year of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	95 0	93 6
17 and under 18 years of age .. .. .	118 6	117 0
18 and under 19 years of age .. .. .	142 0	140 6
19 and under 20 years of age .. .. .	189 6	187 0
20 and under 21 years of age .. .. .	237 0	234 0

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

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

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

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

#### JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	88 6	87 6
17 and under 18 years of age .. .. .	101 0	100 0
18 and under 19 years of age .. .. .	113 6	112 6
19 and under 20 years of age .. .. .	124 0	123 0
20 and under 21 years of age .. .. .	154 6	152 6

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

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

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

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 844]

TUESDAY, NOVEMBER 10.

[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.

### PAINTERS BOARD.

Clauses 1 and 2 of Part I, and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 170 of the 10th March, 1953, shall be replaced by the following clauses:—

#### PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair 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 or joinery mills.

#### 2. (i) WAGES.

(a) Apprentices and Improvers.					(b) Other Employees.		
	Apprentices Per Week of 40 hours.					Per hour.	Per Week of 40 hours.
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.			
		s. d.	s. d.	s. d.		s. d.	s. d.
1st year .. .. .	29	68 6	2 8	71 2	All classes of work .. .. .	8 0	320 0
2nd year .. .. .	38	90 0	5 4	95 4			
3rd year .. .. .	53	125 6	8 0	133 6			
4th year .. .. .	76	180 0	10 8	190 8			
5th year .. .. .	98	232 6	13 4	245 10			
Improvers.				Per Week of 40 hours.			
				s. d.			
1st year's experience .. .. .				85 5			
2nd year's experience .. .. .				114 5			
3rd year's experience .. .. .				160 2			
4th year's experience .. .. .				228 10			
5th year's experience .. .. .				295 0			

WAGES—continued.

(a) Apprentices and Improvers.	(b) Other Employees.
PROPORTION (BY ANY EMPLOYER).	
<i>Apprentices.</i>	
One apprentice to every three journeymen or fraction of three journeymen employed.	
In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.	
<i>* Improvers.</i>	
One improver to three .. .. . } workers receive.	
Two improvers to six .. .. . } ing not less	
Three improvers to twelve and there- } than 320s. per	
after one additional improver to every } week of 40	
twelve additional .. .. . } hours.	

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

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day:

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(a) Apprentices and Improvers.					(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.		
Apprentices Per Week of 40 hours.					PROPORTION.		
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	—	Percentage of Basic Wage.	Per Week of 40 Hours.
		<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 year's experience .. .. .	29	68 6
2nd year .. .. .	38	90 0	5 4	95 4	2nd year's experience .. .. .	38	90 0
3rd year .. .. .	53	125 6	8 0	133 6	3rd year's experience .. .. .	53	125 6
4th year .. .. .	76	180 0	10 8	190 8	4th year's experience .. .. .	76	180 0
5th year .. .. .	98	232 6	13 4	245 10	5th year's experience .. .. .	98	232 6
Improvers.				Per Week of 40 hours.			
				<i>s. d.</i>			
1st year's experience .. .. .				85 5	(i) Where one screen table is in operation—		
2nd year's experience .. .. .				114 5	Two juvenile workers to each person receiving not less than 237s. per week of 40 hours.		
3rd year's experience .. .. .				160 2	(ii) Where two or more screen tables are in operation—		
4th year's experience .. .. .				228 10	For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 237s. per week of 40 hours.		
5th year's experience .. .. .				295 0			
PROPORTION (BY ANY EMPLOYER).							
<i>Apprentices.</i>							
One apprentice to every three journeymen or fraction of three journeymen employed.							
In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.							
<i>* Improvers.</i>							
One improver to three .. .. . } workers receive.							
Two improvers to six .. .. . } ing not less							
Three improvers to twelve and there- } than 315s. 9d.							
after one additional improver to every } per week of 40							
twelve additional .. .. . } hours.							

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

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne;		(ii) Within 5 Miles of the Post Office at Mildura;		(iii) Within the Gippsland District as defined herein (except within a radius of 8 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 8 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 11½	318 9	8 1½	325 3	7 10½	315 9						
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)	7 11½ 6 0	318 9 240 0	8 1½ 6 2	325 3 246 6	7 10½ 5 11	315 9 237 0						

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

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







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TUESDAY, NOVEMBER 10.

[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  
9th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

**SADDLERY AND HARNESS BOARD.**

Clauses 3, 5, 6 and 7 of the Determination published in *Government Gazette* No. 728 of the 27th July, 1951, shall be replaced by the following clauses:—

3. WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen .. .. .	13 17 0	13 14 0
Journeywomen .. .. .	9 13 6	9 11 6

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

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

(b) Female working on large machines (7-5, '45K, 7-27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five-year terms—</b>		
First year's experience	71 0	70 0
Second year's experience	83 0	82 0
Third year's experience	118 6	117 0
Fourth year's experience	189 6	187 0
Fifth year's experience	237 0	234 0
<b>Four-year terms—</b>		
First year's experience	71 0	70 0
Second year's experience	118 6	117 0
Third year's experience	189 6	187 0
Fourth year's experience	237 0	234 0

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

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiptong maker; (5) Collar maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	71 0	70 0
16 and under 17 years of age	95 0	93 6
17 and under 18 years of age	118 6	117 0
18 and under 19 years of age	142 0	140 6
19 and under 20 years of age	189 6	187 0
20 and under 21 years of age	237 0	234 0

- (b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20.

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

## JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay:—

	Wages Per Week.	
	Within 50 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	88 6	87 6
17 and under 18 years of age .. .. .	101 0	100 0
18 and under 19 years of age .. .. .	113 6	112 6
19 and under 20 years of age .. .. .	124 0	123 0
20 and under 21 years of age .. .. .	154 6	152 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 3.

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

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

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

Clauses, other than clauses 3, 5, 6 and 7, of the said Determination shall remain in force.





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TUESDAY, NOVEMBER 10.

[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  
9th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

**TENTMAKERS BOARD.**

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 963 of the 13th September, 1951, shall be replaced by the following clauses:—

2. WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	13 11 0	13 8 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	13 17 0	13 14 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	13 11 0	13 8 0
All other Journeymen	13 17 0	13 14 0
Journeywomen engaged in machining industrial spindle polishing mops	9 13 6	9 11 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	9 6 0	9 4 0
All other Journeywomen	9 13 6	9 11 6

In addition to the above rates the following shall be paid:—

(a) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—3d. per hour extra.

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

(b) Females working on large machines (7·5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 846.—10512/53.—PRICE 3d.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<b>Five year terms—</b>		
First year's experience .. .. .	71 0	70 0
Second year's experience .. .. .	83 0	82 0
Third year's experience .. .. .	118 6	117 0
Fourth year's experience .. .. .	189 6	187 0
Fifth year's experience .. .. .	237 0	234 0
<b>Four year terms—</b>		
First year's experience .. .. .	71 0	70 0
Second year's experience .. .. .	118 6	117 0
Third year's experience .. .. .	189 6	187 0
Fourth year's experience .. .. .	237 0	234 0

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

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

- (1) Sail, tent and canvas goods maker ;
- (2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	95 0	93 6
17 and under 18 years of age .. .. .	118 6	117 0
18 and under 19 years of age .. .. .	142 0	140 6
19 and under 20 years of age .. .. .	189 0	187 0
20 and under 21 years of age .. .. .	237 0	234 0

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

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

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

**JUNIOR WORKERS—FEMALES.**

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age .. .. .	<i>s. d.</i> 71 0	<i>s. d.</i> 70 0
16 and under 17 years of age .. .. .	88 6	87 6
17 and under 18 years of age .. .. .	101 0	100 0
18 and under 19 years of age .. .. .	113 6	112 6
19 and under 20 years of age .. .. .	124 0	123 0
20 and under 21 years of age .. .. .	154 6	152 6

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

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

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

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

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







# VICTORIA GOVERNMENT GAZETTE.

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No. 847]

TUESDAY, NOVEMBER 10.

[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  
9th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

### HOTEL AND RESTAURANT BOARD.

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

#### HOTELS AND WINE SALOONS.

2.

#### APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  <i>Improvers.</i> Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
17 years of age .. ..	113 0	.. ..	111 6	.. ..	
18 years of age .. ..	142 6	114 0	140 6	113 0	
19 years of age .. ..	179 0	132 6	177 0	131 0	
20 years of age .. ..	215 6	150 6	213 0	149 0	

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

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
<b>PART I.</b>				
Barman .. .. .	s. d. 267 0	s. d. ..	s. d. 264 0	s. d. ..
Cellarman .. .. .	279 0	..	276 0	..
Assistant Cellarman .. .. .	267 0	..	264 0	..
Barmaids .. .. .	..	267 0	..	264 0
<b>PART II.</b>				
First cook where number of persons employed in kitchen is—				
Eight or more .. .. .	307 0	247 6	304 0	246 3
Five, six, or seven .. .. .	297 0	237 6	294 0	236 3
Three or four .. .. .	279 0	219 6	276 0	218 3
Other first cooks, or cook employed alone .. .. .	273 0	213 6	270 0	212 3
Second cook where number of persons employed in kitchen is—				
Eight or more .. .. .	289 6	230 0	286 6	228 9
Five, six, or seven .. .. .	279 6	220 0	276 6	218 9
Other second cooks .. .. .	267 0	211 6	264 0	210 6
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more .. .. .	289 6	230 0	286 6	228 9
Five, six, or seven .. .. .	279 6	220 0	276 6	218 9
Other night or relieving cooks .. .. .	267 0	207 6	264 0	206 3
Larder cook .. .. .	270 0	210 6	267 0	209 3
Pastrycook .. .. .	273 0	213 6	270 0	212 3
Stove, grill, fish, third or breakfast cook .. .. .	267 0	207 6	264 0	206 3
Vegetable or assistant cook .. .. .	264 0	204 6	261 0	203 3
Oysterman .. .. .	257 0	..	254 0	..
Pantryman or kitchenman .. .. .	257 0	..	254 0	..
Storeman .. .. .	264 0	..	261 0	..
Head waiter .. .. .	267 0	..	264 0	..
Other waiters (Drink and/or food) .. .. .	257 0	..	254 0	..
Night porter .. .. .	257 0	..	254 0	..
Day porter .. .. .	257 0	..	254 0	..
Billiard-room attendant .. .. .	257 0	..	254 0	..
Commissionaire or messenger .. .. .	257 0	191 6	254 0	190 3
Housekeeper, stewardess, or manageress .. .. .	..	207 6	..	206 3
Laundress .. .. .	..	195 6	..	194 3
Head waitress .. .. .	..	197 6	..	196 3
Other waitresses .. .. .	..	191 6	..	190 3
Pantrymaid or kitchenmaid .. .. .	..	191 6	..	190 3
Housemaid .. .. .	..	191 6	..	190 3
Persons not otherwise provided for .. .. .	257 0	191 6	254 0	190 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 107 6	..	Per week of 20 hours 106 6

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

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4481) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 49s. per week.

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

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

CLUBS.

36. APPRENTICES OR IMPROVERS.					
WAGES PER WEEK OF 40 HOURS.					
	Males.		Females.		PROPORTION (IN ANY PLACE).
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	106 6	48	85 0	<p>MALES OR FEMALES.  <i>Apprentices.</i>                      One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i>                      One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age ..	52	123 0	56	99 6	
18 years of age ..	59	140 0	59	104 6	
19 years of age ..	70	166 0	63	112 0	
20 years of age ..	90	213 6	70	124 0	

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Steward .. .. .	267 0	..	264 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	307 0	242 6	304 0	240 9
Five, six, or seven .. .. .	297 0	231 6	294 0	230 9
Three or four .. .. .	279 0	214 6	276 0	212 9
Other first cooks or cook employed alone .. .. .	273 0	208 6	270 0	206 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more .. .. .	289 6	225 0	286 6	223 3
Five, six, or seven .. .. .	279 6	215 0	276 6	213 3
Less than five .. .. .	267 0	206 6	264 0	204 9
Larder cook .. .. .	270 0	205 6	267 0	203 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	269 0	203 6	266 0	201 9
Third, stove, grill, fish, or breakfast cook .. .. .	267 0	202 6	264 0	200 9
Vegetable or assistant cook .. .. .	264 0	199 6	261 0	197 9
Oysterman .. .. .	257 0	..	254 0	..
Pantryman or kitchenman .. .. .	257 0	..	254 0	..
Storeman .. .. .	264 0	..	261 0	..
Head waiter .. .. .	267 0	..	264 0	..
Other waiters .. .. .	257 0	..	254 0	..
Night porter .. .. .	257 0	..	254 0	..
Day porter .. .. .	257 0	..	254 0	..
Billiard-room attendant .. .. .	257 0	..	254 0	..
Commissionaire or messenger .. .. .	257 0	..	254 0	..
Housekeeper, stewardess, or manageress .. .. .	..	202 6	..	200 9
Lanдресs .. .. .	..	190 6	..	188 9
Head waitress or supervisor .. .. .	..	192 6	..	190 9
Other waitresses .. .. .	..	186 6	..	184 9
Pantrymaid or kitchenmaid .. .. .	..	186 6	..	184 9
Counterhand .. .. .	..	186 6	..	184 9
Housemaid .. .. .	..	186 6	..	184 9
Linen maid or seamstress .. .. .	..	191 0	..	189 3
Persons not otherwise provided for .. .. .	257 0	186 6	254 0	184 9
		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	108 6	..	107 6

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

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

- (i) provides meals which are consumed by the employee—
  - (a) for each substantial meal 1s. 8d. per meal less.
  - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 47s. per week less.

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

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

52. (a) APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 40 HOURS.				PROPORTION (IN ANY PLACE).
	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>	
16 years of age or under	45	106 6	48	85 0	<p><b>MALES OR FEMALES.</b>  <i>Apprentices.</i>                      One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i>                      One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age ..	52	123 0	56	99 6	
18 years of age ..	59	140 0	59	104 6	
19 years of age ..	70	166 0	63	112 0	
20 years of age ..	90	213 6	70	124 0	

(b) OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	304 0	242 6	301 0	240 9
Five, six, or seven .. .. .	294 0	231 6	291 0	230 9
Three or four .. .. .	276 0	214 6	273 0	212 9
Other first cooks or cook employed alone .. .. .	270 0	208 6	267 0	206 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	286 6	225 0	283 6	223 6
Five, six, or seven .. .. .	276 6	215 0	273 6	213 6
Other second cooks .. .. .	264 0	206 6	261 0	204 9
Night or relieving cook .. .. .	264 0	202 6	261 0	200 9
Larder cook .. .. .	267 0	205 6	264 0	203 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	266 0	203 6	263 0	201 9
Third, stove, grill, fish, or breakfast cook .. .. .	264 0	202 6	261 0	200 9
Vegetable or assistant cook .. .. .	261 0	199 6	258 0	197 9
Oysterman .. .. .	254 0	..	251 0	..
Pantryman or kitchenman .. .. .	254 0	..	251 0	..
Storeman or storewoman .. .. .	261 0	190 6	258 0	188 9
Head waiter .. .. .	264 0	..	261 0	..
Other waiters .. .. .	254 0	..	251 0	..
Night porter .. .. .	254 0	..	251 0	..
Day porter .. .. .	254 0	..	251 0	..
Billiard-room attendant .. .. .	254 0	..	251 0	..
Commissionaire or messenger .. .. .	254 0	..	251 0	..
Housekeeper or stewardess .. .. .	..	202 6	..	200 9
Laundress .. .. .	..	190 6	..	188 9
Head waitress or supervisor .. .. .	..	192 6	..	190 9
Other waitresses .. .. .	..	186 6	..	184 9
Pantrymaid or kitchenmaid .. .. .	..	186 6	..	184 9
Fruit juice, flavour, or soda fountain hand .. .. .	..	189 6	..	187 3
Counterhand (other than a soda fountain hand as defined) .. .. .	..	186 6	..	184 9
Housemaid .. .. .	..	186 6	..	184 9
Linen maid or seamstress .. .. .	..	191 0	..	189 3
Persons not otherwise provided for .. .. .	254 0	188 6	251 0	184 9
		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	108 6	..	107 6

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

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

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

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

- (i) provides meals which are consumed by the employee—
  - (a) for each substantial meal, 1s. 8d. per meal less;
  - (b) for each meal other than a substantial meal, 1s. per meal less
- (ii) boards and lodges the employee, 47s. per week less.

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 848]

TUESDAY, NOVEMBER 10.

[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  
9th day of November, 1953.

H. N. JONES,  
Acting Secretary for Labour.

### JAM TRADE BOARD.

Clauses 2, 3 and 28 of the Determination published in *Government Gazette* No. 22 of the 18th January, 1952, shall be replaced by the following clauses:—

2.

ADULT EMPLOYEES.  
(a) Males—Weekly Hands.

	Wages Per Week.
	£ s. d.
GENERAL PRODUCTION SECTION.	
Foreman (first jam maker) .. .. .	14 13 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	14 1 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	14 3 0
Fruit preserver (as defined) .. .. .	14 3 0
Assistant fruit preserver .. .. .	13 13 0
Fruit crystalizer .. .. .	13 18 0
Candy peel-maker in charge .. .. .	13 18 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slicing machine .. .. .	13 10 0
Leading hand, bottle department .. .. .	13 13 0
Leading hand, pulp department .. .. .	13 13 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables .. .. .	13 13 0
Operator of apple-peeling machine .. .. .	13 10 0
Operator of labelling machine labelling canned goods .. .. .	13 10 0
Operator of fruit or vegetable lye machine .. .. .	13 10 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	13 10 0
Operator of sauce-labelling machine .. .. .	13 10 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	13 9 0
Employee in fruit crystallizing department, (other than fruit crystalizer) .. .. .	13 9 0
Employee engaged peeling melons .. .. .	13 8 0
Employees operating can-closing machine .. .. .	13 10 0
Employee engaged feeding into and/or taking from laquer machine .. .. .	13 6 0
Employee feeding into and/or taking from bottle-washing machine .. .. .	13 10 0
Employee engaged in bottle-washing department .. .. .	13 6 0
Retort hand .. .. .	13 6 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	13 6 0
Man in charge of and operating retorts .. .. .	13 13 0
Employee operating jam-filling machine .. .. .	13 10 0
Employee operating sauce-filling machine .. .. .	13 10 0
Employee operating bottle-capping or bottle-closing machine .. .. .	13 10 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	13 6 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	13 3 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	13 6 0

ADULT EMPLOYEES.  
(a) Males—Weekly Hands—continued.

		Wages Per Week.
		£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION		
Leading hand .. .. .		14 1 0
Man in charge of prunes or tree fruits .. .. .		13 16 0
Man in charge of dehydrator .. .. .		13 14 0
Man in charge of steam retorts on drying ovens .. .. .		13 13 0
Man working in or in connexion with drier, kiln or sulphur box .. .. .		13 10 0
All others working in dehydration tunnel .. .. .		13 10 0
Operator of blancher which included spray washing .. .. .		13 8 0
Unloader of trays from blancher .. .. .		13 3 0
General hands .. .. .		13 1 0
STORING SECTION.		
Foreman packer in charge of despatch and packing department .. .. .		14 8 0
Foreman packer's assistant .. .. .		13 16 0
Storeman and packer (as defined) .. .. .		13 10 0
MISCELLANEOUS SECTION.		
Man working in connexion with freezing chambers .. .. .		14 0 0
Man working in connexion with cooling chambers .. .. .		13 10 0
Tapper .. .. .		13 10 0
Driver of power-driven factory truck .. .. .		13 9 0
General hands, i.e., persons not otherwise classified .. .. .		13 1 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control		

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore continued, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

		Wages Per Week.
		£ s. d.
Head forewoman .. .. .		11 2 9
Forewoman's assistant .. .. .		10 12 9
Head woman supervisor .. .. .		10 9 9
Supervisor (as defined) .. .. .		10 7 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine .. .. .		10 7 9
Employees engaged in—		
(i) clipping piecework tickets .. .. .	}	
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines .. .. .		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .		
(iv) operating can-closing machine .. .. .		
(v) packing clear mixed pickles into glass containers .. .. .		
(vi) pouring out or filling jam by hand .. .. .		
(vii) pouring out pulp by hand .. .. .		
(viii) stirring jam, sauce, or pulp .. .. .		
(ix) washing bags .. .. .		
(x) working at a fruit press .. .. .		10 4 9
(xi) feeding into and/or taking from lacquer machine .. .. .		
(xii) feeding into and/or taking from bottle-washing machine .. .. .		
(xiii) bottle-washing department .. .. .		
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .		
(xv) operator jam filling machine .. .. .		
(xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature .. .. .		
(xvii) operator bottle-capping or bottle-closing machine .. .. .		
(xviii) operator sauce-labelling machine .. .. .		
(xix) feeding peach-slicing machine .. .. .		
(xx) operator of apple-peeling machine .. .. .		
All other adult females, i.e., females 18 years of age or over .. .. .		9 15 9



Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age .. .. .	45	5 8 6
17 years of age and under 18 years of age .. .. .	56	6 15 0
18 years of age and under 19 years of age .. .. .	67	8 1 6
19 years of age and under 20 years of age .. .. .	79	9 10 6
20 years of age and under 21 years of age .. .. .	95	11 9 0
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age .. .. .	83	7 10 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d. any fractions of 6d. in the result not exceeding 3d. to be disregarded

PIECEWORK RATES.

28. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots .. .. .	Cutting and stoning by hand .. .. .	2 1·011	2 9·348
Peaches .. .. .	Cutting and stoning unpeeled peaches 2½" and over by hand .. .. .	..	1 4·674
Peaches .. .. .	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. .. .	..	1 7·651
Peaches .. .. .	Cutting and stoning peaches under 2½" in diameter .. .. .	..	1 10·182
Peaches .. .. .	Trimming or specking per bucket .. .. .	..	0 4·168
Peaches .. .. .	Feeding into peach pitting machine—per thousand .. .. .	..	2 10·687
Pears (large and medium)	Peeling, cutting and coring (not into water) .. .. .	..	3 5·685
Pears (small) .. .. .	Peeling, cutting and coring (not into water) .. .. .	..	3 9·853
Pears .. .. .	Feeding into pear preparation machine—per thousand .. .. .	..	3 0·325
Pears .. .. .	Trimming or specking—per bucket .. .. .	..	0 4·168
Quinces .. .. .	Peeling, cutting and coring by machines .. .. .	1 6·013	1 6·013
Quinces .. .. .	Peeling by hand (not topping or tailing) .. .. .	1 9·14	1 9·14
Quinces .. .. .	Peeling by hand and topping and tailing .. .. .	2 3·095	2 3·095
Quinces .. .. .	Cutting by hand .. .. .	1 6·013	1 6·013
Quinces .. .. .	Coring by hand (quarters) .. .. .	1 6·013	1 6·013
Quinces .. .. .	Coring by hand (halves) .. .. .	1 1·547	1 1·547
Quinces .. .. .	Sorting and picking over machine-cored slices (per bucket) .. .. .	0 6·252	0 6·252
Tomatoes .. .. .	Peeling (per bucket) by hand .. .. .	0 9·081	0 9·081

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves .. .. .	0 4·466
Whole .. .. .	0 2·828
Peaches—grading and placing in No. 2½ cans .. .. .	0 2·382
Pears—grading and placing in No. 2½ cans .. .. .	0 2·977
Any other fruits or tomatoes—grading and placing in No. 2½ cans .. .. .	0 2·382
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray .. .. .	0 11·463
14-16 oz. cans, 24 tins per tray .. .. .	0 8·337
28-30 oz. cans, 15 tins per tray .. .. .	0 8·337
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles .. .. .	1 7·502
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles .. .. .	1 11·968
Pickles—Cutting up vegetables for mustard pickles by knife per cwt .. .. .	7 5·473
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt. .. .. .	5 11·46
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation .. .. .	22 4·272
Onions—when weighed after the operation .. .. .	29 0·448
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation .. .. .	17 10·523
Onions—per cwt. when weighed after the operation .. .. .	23 10·286

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—	<i>s. d.</i>	<i>s. d.</i>
Labelling with one label .. .. .	1 6·013	1 8·098
Wrapping .. .. .	0 7·443	0 7·443

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

Clauses, other than clauses 2, 3 and 23, of the said Determination shall remain in force.