VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 873] **FRIDAY, NOVEMBER 13.** **[1953**

Health Acts.

DEPARTMENT OF HEALTH, VICTORIA.—COMMISSION OF PUBLIC HEALTH.

At the Executive Council Chamber, Melbourne, the fourth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

Mr. Cain
Mr. Scully
Mr. Smith.

REGULATIONS RELATING TO THE PERIODICAL MEDICAL EXAMINATIONS OF WORKERS IN CERTAIN LEAD OCCUPATIONS AND PROCESSES.

WHEREAS in certain occupations and trade processes wherein lead or compounds of lead are manufactured produced or used the entry into the body of lead or lead compounds whether by inhalation of dust smoke fumes vapour or mist containing lead or lead compounds or otherwise may endanger or impair the health of persons engaged in such occupations or processes: And whereas in order to safeguard the health of persons engaged in such occupations or processes it is necessary that such persons be medically examined periodically: And whereas it is provided amongst other things by section 95 of the *Health Act* 1928 as re-enacted by section 10 of the *Health Act* 1941 that the Governor in Council may make Regulations safeguarding the health of persons engaged in occupations or processes as are likely to endanger or impair health: Now therefore by virtue of and pursuant to such powers and all other powers enabling him in that behalf His Excellency the Administrator of the Government of the State of Victoria by and with the advice of the Executive Council of the said State doth hereby make the Regulations following (that is to say):—

1. These Regulations may be cited as the Lead Workers (Medical Examination) Regulations 1953 and shall come into operation on publication in the *Government Gazette*.

2. These Regulations shall have operation throughout the State of Victoria.

3. The Dangerous Trades &c. (Medical Examination) Regulations 1947 are hereby repealed.

4. In these Regulations unless inconsistent with the context or subject matter—

"Glaze containing lead or compounds of lead" means a glaze which when treated in the manner prescribed in the Fifth Schedule hereto yields to an aqueous solution of hydrochloric acid a quantity of soluble lead compound exceeding when calculated as lead monoxide five parts per centum of the dry weight of the portion taken for analysis.

"Lead wiping or grinding or buffing" means any or all of the processes in which molten lead is applied to a metal surface, then wiped over by cloth or other substance, and after cooling smoothed by treatment with a grinding or polishing wheel file rasp or other like process.

"Materials containing lead or compounds of lead" as it refers to smelting means—

(a) Materials containing not less than five parts per centum of lead including lead ore bullion ore (lead rich in precious metals) red lead orange lead and flaked litharge; and

(b) zinc ore and material resulting from the treatment thereof containing not less than two parts per centum of lead.

"Medical practitioner" means a legally qualified medical practitioner registered under the Medical Acts.

"Occupation" includes trade or process.

"Paint containing lead or compounds of lead" as it refers to spray painting means a paint which when treated in the manner prescribed in the Fourth Schedule hereto yields to an aqueous solution of hydrochloric acid a quantity of soluble lead compound exceeding when calculated as lead monoxide five parts per centum of the dry weight of the portion taken for analysis.

"Paint (or colour) containing lead or compounds of lead" as it refers to the manufacture of such paint (or colour) means a paint colour paste spray stopping or filling containing more than one part per centum of its dry weight of lead calculated as lead monoxide.

"Young male" means a male person of an age not greater than eighteen years.

5. (1) Every employer shall require each person employed by him in any of the occupations set out in Column one of the First Schedule to these Regulations to undergo periodically a medical examination as hereinafter provided.

(2) The medical examination shall be carried out by a medical practitioner engaged for this purpose by the employer, at a time and at a place appointed by such employer.

(3) Every employee shall, when required by the employer, submit himself for such examination at the time and place appointed.

(4) The employer shall enter such information as is required in Form 1 of the Third Schedule to these Regulations and on a separate form for each person required to be examined and deliver or send such form to the medical practitioner conducting such examination at the time and place appointed.

(5) Every employer who has required any person employed by him to undergo a medical examination as prescribed by these Regulations shall within three days after the date of the examination notify the Chief Health Officer in the form of Form No. 2 as prescribed in the Third Schedule giving the names of each employee so required.

(6) The expense of every such examination under these Regulations shall be borne and paid by the employer.

6. (1) The first examination of each person employed in any of the occupations set out in Column one of the First Schedule to these Regulations shall take place—

(a) in the case of persons employed at the date of coming into operation of these Regulations within two weeks of such date;

(b) in the case of persons who become so employed after the coming into operation of these Regulations within four weeks of the commencement of such employment.

(2) Unless otherwise directed by the Chief Health Officer pursuant to Regulation 11 hereof every medical examination of males aged more than eighteen years required to be carried out by or under these Regulations shall take place at intervals of time not greater than those specified in Column two opposite the prescribed occupation set out in Column one of the First Schedule to these Regulations.

(3) Unless otherwise directed by the Chief Health Officer pursuant to Regulation 11 hereof every medical examination of females or young males required to be carried out by or under these Regulations shall take place at intervals of time not greater than half the corresponding interval of time prescribed for males aged more than eighteen years:

Provided that in the case where the work is intermittent and an employee is not employed in such prescribed occupation for any period or periods of one week, or more than one week, subsequent to his last medical examination made pursuant to these Regulations, then the interval of time to the next medical examination may be extended by the number of weeks he was not so employed.

(4) For the purposes of this Regulation "employed" means employed for six hours or more than six hours in any week in any occupation or process set out in Column one of the First Schedule to these Regulations.

7. (1) Every medical examination made under these Regulations shall include—

(*a*) a general clinical examination for signs and symptoms;

(*b*) a blood examination;

(*c*) an examination of the urine.

(2) The blood examination shall include a determination of the number of stippled red cells per million red cells and such examination shall be carried out in the manner prescribed in the Second Schedule to these Regulations.

(3) The examination of the urine shall include an examination for albumen and if this is found to be present then an examination for casts.

8. (1) Every medical practitioner engaged by the employer in accordance with Regulation 5 of these Regulations, who medically examines an employee, shall forthwith on completion of such medical examination record in the form prescribed in the Third Schedule hereof (which form must be obtained from the employer in accordance with the requirements of Regulation 5) the following particulars:—

(*a*) The results of the examination pursuant to Regulation 7;

(*b*) his opinion as to whether the said employee is or is not suffering from lead poisoning of a degree to render him unfit for work in any occupation which exposes him to lead.

(2) The medical practitioner shall sign the said Form 1 and deliver or send it to the Chief Health Officer not later than seven days after the date of the examination.

(3) In every case where the medical examination is carried out by more than one medical practitioner, the medical practitioner engaged by the employer in accordance with Regulation 5 (2) shall before completing and signing the said Form 1 obtain a signed report from any other medical practitioner who has carried out any part of the examination and deliver or send such signed report, with the signed Form 1, to the Chief Health Officer as required under Regulation 8 (2).

(4) If required so to do by the employer or by the person examined the medical practitioner shall furnish a copy of his report of the results of the examination to such employer and/or person.

9. (1) Every medical practitioner who, pursuant to Regulation 8, has certified that any person is suffering from lead poisoning shall forthwith notify the employer of such person by forwarding a signed copy of the prescribed Form 1 to the registered office of the said employer or by handing the same personally to him or his deputy.

(2) The medical practitioner shall set out in such form any recommendations he may deem necessary.

(3) The employer shall within 24 hours of the receipt by him of such signed copy of notification hand over the same personally to the person whose name appears in the notification, or forward the same to him by registered letter to his usual or last known place of residence. The employer shall also serve with the copy of notification a memorandum in the form of Form 3 of the Third Schedule, which memorandum shall be signed by the employer.

10. In every case in which—

(a) any employee refuses or fails to submit himself to medical examination in accordance with the provisions of these Regulations; or

(b) any employer alleges that any employee has refused or failed to submit himself to such medical examination, the employer shall within three days of any such refusal or failure notify the Chief Health Officer in writing, such notification shall include the following information:—

(i) Full name and address of employee.

(ii) Occupation or process in which employee is engaged.

(iii) Time and place appointed for examination.

(iv) Name of medical practitioner engaged to carry out the examination.

(v) Reasons, if any, proffered by the employee for refusing or failing to submit himself to the medical examination.

11. (1) Where the Chief Health Officer as a result of investigations into the conditions in processes or occupations in which lead or compounds of lead are used or upon receiving any report pursuant to Regulation 8 of these Regulations is of the opinion that the health of a person employed in processes or occupations involving the use of lead or compounds of lead may be impaired or has been impaired as a result of the action of lead, he may serve on the employer of the said person an order in the form prescribed in the Third Schedule directing the said employer to require the said employee to undergo a medical examination by a medical officer of the Department of Health at a time and place directed in the said form.

(2) Every such employee when required by his employer to undergo an examination pursuant to this Regulation shall submit himself for such examination at the time and the place appointed by his employer.

12. If the Chief Health Officer is satisfied by a report made to him pursuant to these Regulations that any person is by reason of his suffering from lead poisoning unfit for work in any of the occupations, trades or processes set out in Column one of the First Schedule hereto and has reason to believe that such person declines to give up temporarily or permanently such employment, he shall notify such person that in his opinion he should give up such work.

13. The Chief Health Officer in any case where he deems it expedient may direct that the examinations of persons employed in any particular occupation or any particular part thereof at any particular factory or works shall be carried out at longer or shorter intervals than those specified in the First Schedule.

14. The occupier of every premises wherein any of the occupations or processes set out in Column one of the First Schedule of these Regulations are carried on shall display and keep displayed in a conspicuous position and in the vicinity of such occupation or process, so as to be readily seen by all employees, a clean legible copy of the poster Form 4 of the Third Schedule of these Regulations and printed by or on behalf of the Government Printer.

15. Every person doing any act forbidden to be done or failing to do any act directed to be done by these Regulations shall be guilty of an offence against these Regulations and shall be liable to a penalty of not more than Twenty pounds and in the case of a continuing offence to a further daily penalty of not more than Five pounds but so that the total of such penalties shall not exceed One hundred pounds.

FIRST SCHEDULE.

Column One. Occupation, Trade or Process.	Column Two. Interval Between Periodical Medical Examinations.
Shipbreaking in which oxy-acetylene flame is used on paint containing metallic lead or compounds of lead.	One month.
Manufacture, production, handling, packing or delivery of compounds of lead. (The provisions of this paragraph shall not apply in respect of the handling, packing or delivery of compounds of lead in paint manufacturing factories or in rubber works.)	One month.
Smelting of materials containing lead or compounds of lead, or refining or recovery of lead by smelting or melting.	Two weeks.
Manufacture, rebuilding, assembly or repairing lead accumulators; or the manufacture, assembly, preparation or handling any part or parts containing lead or compounds of lead intended to be used or which may be used in the manufacture, rebuilding, assembly or repair of electric accumulators.	One month.
Breaking up or dismantling old or disused or damaged lead accumulators and the sorting, packing, handling or delivery of plates or other parts containing lead or compounds of lead removed or recovered from such electric accumulators.	One month.
Handling, packing, mixing or delivery of compounds of lead in paint manufacturing factories, or in the manufacture or production of paint, colours or pigments.	Three months.
Spray painting with paint containing lead or compounds of lead, or the burning off or rubbing down of paint containing lead or compounds of lead.	One month.
Spraying of molten lead	One month.
Dusting, spraying or otherwise applying frit glaze, or similar material, containing lead or compounds of lead in the process of vitreous enamelling or glazing of metal, pottery or other articles.	One month.
Handling, transporting, mixing, weighing, or measuring compounds of lead in the production of rubber goods, or in rubber works.	Three months.
Lead wiping or grinding or buffing in motor car body manufacture.	Three months.
Heading of yarn dyed with compounds of lead ..	Three months.
Tinning of metal hollow ware in which lead is used ..	Three months.
Production of tetraethyl lead petrol	One month.
Manufacture of solder	Three months.

SECOND SCHEDULE.

The determination of the number of stippled cells per million red cells shall be carried out according to the following method:—

The film is dried in the air, fixed by immersion in pure acetone-free methyl alcohol for three minutes, then dried in the air at room temperature and then stained for from thirty to sixty seconds in a stain made up as follows:—

Methylene blue	0.5 gram.
Sodium bicarbonate	3 grams.
Water distilled	100 cubic centimetres.

After staining, the film is washed in running water until of a pale-green colour, and dried with clean blotting or filter paper. It is then examined with an oil immersion lens under a microscope, using a magnification of not less than 600.

Twenty microscopic fields are examined and the number of stippled cells per million red cells is calculated.

THIRD SCHEDULE.

Form No. 1.

Part "A."

(To be filled in by the Employer and handed to the Medical Practitioner prior to the Examination.)

Full Name of Subject Age Years

Factory or Works

Length of Period of Employment in Factory or Works

Process engaged on

Length of Period of Employment on Process

Part "B."

RESULTS OF EXAMINATION ON / /19 .

(To be completed by the certifying Medical Practitioner.)

Significant signs

Results of tests:

1. HB% (specify method used)
2. Red Cell count
3. Stippled Cell count per million red cells
4. Urine (*a*) Albumen
   (*b*) Casts
   (If these tests were performed by a second Medical Practitioner his report must be attached.)

I hereby certify that I have examined the person whose name appears above, and that in my opinion he *is/*is not suffering from lead poisoning of a degree to render him unfit for work in any occupation which exposes him to lead.

(Signature).....
Medical Practitioner.

* Strike out what is inapplicable.

Tests 1 and 2 may be omitted at the discretion of the Medical Practitioner conducting the examination.

Tests 3 and 4 are obligatory.

Tests 4 (*b*) may be omitted if Test 4 (*a*) is negative.

NOTE.—(1) This Report must be forwarded to The Chief Health Officer, Department of Health, 295 Queen-street, Melbourne—

(i) immediately, if the person examined is suffering from lead poisoning of a degree to render him unfit for work in any occupation which exposes him to lead;

(ii) within seven days if the person examined is not suffering from lead poisoning.

(2) A Certified Copy of this Report must be forwarded to—

(*a*) the employer—

(i) immediately, if the person examined is suffering from lead poisoning of a degree to render him unfit for work in any occupation which exposes him to lead;

(ii) if required so to do by such employer, if the person examined is not suffering from lead poisoning;

(*b*) the person examined (if required so to do by such person) if he is not suffering from lead poisoning.

FORM No. 2.

To the Chief Health Officer.

I, (Employer)
hereby give notice that the persons whose names appear at the foot hereof were medically examined as prescribed by the Lead Workers (Medical Examination) Regulations, 1953 by*
a legally qualified Medical Practitioner employed by me for such purpose.

Date of Examination—

Full Names of Persons examined—

Signature of Person making notification.

Date—

Situation of Factory or Works.

* Insert name of Medical Practitioner.

FORM No. 3.

To—

This is to inform you that the Medical Practitioner engaged by me under the provisions of the Lead Workers (Medical Examination) Regulations 1953 who medically examined you on has certified that your health has been impaired as a result of the absorption of lead due to your occupation, and has advised that you should not continue to work on any process in which lead is used until a medical certificate is obtained certifying that you are in a fit state to return to such occupation.

The Certified Copy of the Medical Practitioner's notification referred to herein is attached.

It is recommended that you should consult your own doctor for any advice or treatment which he may consider necessary, and when so doing hand to him this letter, together with the attached medical certificate for his information.

.....
Signature of Employer.

.....
Date

NOTE.—The State Department of Health, Industrial Hygiene Division, of 295 Queen-street, Melbourne, has a complete record of all medical examinations which have been carried out on you, under the Lead Workers (Medical Examination) Regulations 1953.

Any further advice or information in connexion therewith which may be required by you or your Doctor may be obtained by making direct application to the Department by letter, or telephone MU 6384.

FORM No. 4.

LEAD POISONING.—DANGERS OF LEAD.

"Lead" refers to metallic lead or any of its compounds.

LEAD IS A POISON.

Mode of Entry.—It can enter the body through inhalation into the lungs, as dust or fumes; by swallowing; and in some forms through the skin.

THE MOST IMPORTANT WAY OF ENTRY IN INDUSTRY IS BY THE LUNGS.

Effects.—The Effects usually come on gradually, Lead being a cumulative Poison.

The Effects produced may include any or all of the following:—

Loss of Appetite, Loss of Weight,
Lack of Energy, Fatigue,
Nausea, Vomiting,
Anaemia,
Constipation, Abdominal Pain, Colic,
Blue Line on Gums,
Headache,
Muscular Weakness or Paralysis (Wrist Drop, Foot Drop),
Fits.

Prevention.—The most important method of Prevention is to reduce the amount of Dust.

Workers with Lead should take the following Precautions:—

1. Do not smoke cigarettes or tobacco which have been rolled with hands soiled with Lead.
2. Do not eat in the workroom, and do not handle food without washing the hands.
3. Do not bite the nails.
4. If a respirator is supplied, use it.
5. Carry out all processes in such a way as to create a minimum of dust.
6. If any of the signs or symptoms mentioned are noticed, consult a Doctor at once.
7. Do not neglect periodical blood tests.

NOTE.—In Processes involving only the handling of Bulk Lead (i.e., Lead Ingots, Piping, Sheets) the Precautions 4, 5, 6, and 7 are not usually necessary.

LEAD WORKERS (MEDICAL EXAMINATIONS) REGULATIONS, 1953.

Under these Regulations workers engaged in the following occupations are obliged to undergo periodical medical examinations at the expense of the employer.

The intervals stated apply to males aged more than eighteen years.

For males under the age of eighteen years, and for females, the prescribed intervals between examinations are one-half those shown in Column Two of the Table.

COLUMN ONE. Occupation, Trade or Process.	COLUMN TWO. Interval Between Periodical Medical Examinations.
Shipbreaking in which oxy-acetylene flame is used on paint containing metallic lead or compounds of lead.	One month.
Manufacture, production, handling, packing or delivery of compounds of lead. The provisions of this paragraph shall not apply in respect of the handling, packing or delivery of compounds of lead in paint manufacturing factories or in rubber works.	One month.
Smelting of materials containing lead or compounds of lead, or refining or recovery of lead by smelting or melting.	Two weeks.
Manufacture, rebuilding, assembly or repairing lead accumulators; or the manufacture, assembly, preparation or handling any part or parts containing lead or compounds of lead intended to be used or which may be used in the manufacture, rebuilding, assembly or repair of electric accumulators.	One month.
Breaking up or dismantling old or disused or damaged lead accumulators and the sorting, packing, handling or delivery of plates or other parts containing lead or compounds of lead removed or recovered from such electric accumulators.	One month.
Handling, packing, mixing or delivery of compounds of lead in paint manufacturing factories, or in the manufacture or production of paint, colour or pigments.	Three months.
Spray painting with paint containing lead or compounds of lead, or the burning off or rubbing down of paint containing lead or compounds of lead.	One month.
Spraying of molten lead	One month.
Dusting, spraying or otherwise applying frit glaze, or similar material, containing lead or compounds of lead in the process of vitreous enamelling or glazing of metal, pottery or other articles.	One month.
Handling, transporting, mixing, weighing, or measuring compounds of lead in the production of rubber goods, or in rubber works.	Three months.
Lead wiping or grinding or buffing in motor car body manufacture.	Three months.
Heading of yarn dyed with compounds of lead ..	Three months.
Tinning of metal hollow ware in which lead is used ..	Three months.
Production of tetraethyl lead petrol	One month.
Manufacture of solder	Three months.

The person examined, on request to the Medical Practitioner making the examination, must be supplied with a Copy of the Report of such examination.

NOTE.—If you wish for further examination, consult the Industrial Hygiene Division, Health Department, situated at Pathological Block, Queen Victoria Hospital, 172 Lonsdale-street, Melbourne.

FOURTH SCHEDULE.

Method of treatment of paint for the purpose of determining the percentage of dry compound of lead present.

The material is to be treated with suitable solvents to remove the oil, varnish, and other media, and the residue is to be dried at 100 degrees Centigrade and thoroughly mixed. A weighed quantity of this extracted dried and mixed material is to be continuously shaken for one hour at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0·25 per cent. by weight of hydrogen chloride. This solution is thereafter to be allowed to stand for one hour and then filtered. The lead salt contained in an aliquot portion of the clear filtrate is then to be precipitated as lead sulphide and weighed as lead sulphate.

FIFTH SCHEDULE.

Method of treatment of glaze for the purpose of determining the percentage of lead or compound of lead present.

A weighed quantity of material previously dried at 100 degrees Centigrade is to be continuously shaken for one hour at the common temperature with 1,000 times its weight of aqueous solution of hydrochloric acid containing 0·25 per cent. of hydrogen chloride. This solution is thereafter to be allowed to stand for one hour and to be passed through a filter. The lead salt contained in an aliquot portion of the clear filtrate is then to be precipitated as lead sulphide and weighed as lead sulphate.

And the Honorable William Peter Barry, Her Majesty's Minister of Health for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

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

No. 873.—10815/53.—2

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 874] **MONDAY, NOVEMBER 16.** **[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. 22 (MOTOR REQUISITES).

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

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS. *Male or Female.*	Percentage of Basic Wage.	s. d.	PROPORTION (in any Shop).
15 years of age or under	28	66 6	*Apprentices.* One apprentice to every three or fraction of three persons receiving not less than the minimum wage.
16 years of age	38	90 0	
17 years of age	52	123 0	
18 years of age	66	156 6	*Improvers.* Two improvers to every worker receiving not less than the minimum wage.
19 years of age	86	204 0	
20 years of age	100+ 5s.	242 0	

ALL OTHER EMPLOYEES.	Wages per Week of 40 Hours. Males.	Females.
	s. d.	s. d.
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	274 0	250 6
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	254 0	215 6
Other salesman or saleswoman	274 0	250 6

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

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

No. 874.—10345/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 875] MONDAY, NOVEMBER 16. [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 perod to commence in November, 1953.

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

H. N. JONES,
Acting Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 806 of the 17th August, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	30	71 0
16 years of age	33	78 0
17 years of age	38	90 0
18 years of age	53	125 6
19 years of age	63	149 6
20 years of age	75	177 6

No. 875.—10325/53.—Price 3d.

PROPORTION (WITHIN ANY PLACE).

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

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	6 11⅔	278 0	40
Gardeners†	6 7½	265 0	
Gardeners' labourers	6 4½	255 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	6 7½	265 0	40
Gardeners' labourers	6 3⅗	252 0	
(2) All others—			
Foremen gardeners in charge of two or more employees ..	6 11⅔	278 0	40
Gardeners†	6 7½	265 0	
Gardeners' labourers	6 4½	255 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	6 11⅔	278 0	40
Gardeners†	6 7½	265 0	
Gardeners' labourers	6 4½	255 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	6 7½	265 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	6 11⅔	278 0	40
Gardeners†	6 7½	265 0	
Gardeners' labourers	6 4½	255 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	6 11⅔	278 0	40
All others	6 5 11/30	258 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

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

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 876] MONDAY, NOVEMBER 16. [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.

HAIRDRESSERS BOARD.

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

2.

APPRENTICES AND IMPROVERS.

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

—	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	42 6	35 6	232 6	140 0
2nd year	57 0	49 6		
3rd year	83 0	69 0		
4th year—				
1st six months ..	114 0	97 6		
2nd six months ..	114 0	113 6		
5th year—				
1st six months ..	140 0	113 6		
2nd six months ..	140 0	..		

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

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

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

Wages.

Receptionists ..	.. 87s. per week of 40 hours.
Messengers :	.. 33s. 6d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

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

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

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

No. 876.—10494/53.—PRICE 3D.

APPRENTICES AND IMPROVERS—*continued.*

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 197s. 3d. per week. Provided that a male working employer shall be entitled to an apprentice.

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

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 197s. 3d. per week if female.

Improvers.

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

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

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

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell.	All Other Parts of Victoria.
Men's Hairdressing Saloons.	*s. d.*	*s. d.*
	Per Week of 40 Hours.	Per Week of 40 Hours.
Chair workers (male or female)	276 0	266 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
Any Other Place.	Per Week of 40 Hours.	Per Week of 40 Hours.
Males engaged in—		
Children's haircutting	276 0	266 0
Ladies' haircutting	285 6	282 6
All other males	295 6	292 6
	Per Week of 20 Hours.	Per Week of 20 Hours.
Female window models	268 0	262 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	212 6	209 0
Female receptionists	177 6	177 0
All other females	200 0	197 3

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 877] MONDAY, NOVEMBER 16. [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.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 369 of the 5th April, 1951, shall be replaced by the following clause:—

2. (*a*)—

Adult Males.

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	13 2 0	12 19 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees	13 8 0	13 5 0

Adult Female and Male Junior Rates.

(*b*) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

—	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong, and in Mildura.	Elsewhere.
		Per Week.	Per Week.	Per Week.
		s. d.	£ s. d.	£ s. d.
(i) Adult Females	75	7 0	9 4 6	9 2 6
(ii) Junior Males—				
Under 17 years of age	34	3 0	4 3 6	4 2 6
17 years of age	46	4 0	5 13 0	5 11 6
18 years of age	58	5 0	7 2 6	7 0 6
19 years of age	73	6 0	8 19 0	8 17 0
20 years of age	88	7 0	10 15 6	10 13 0

The total wage shall be calculated to the nearest sixpence.

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

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

No. 877.—10501/53.—Price 3d.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

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

No. 878] **MONDAY, NOVEMBER 16.** **[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.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 507 of the 20th June, 1952, shall be replaced by the following clause :—

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Wages per Week.			
	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
16 years of age or under.. ..	35	83 0	47	83 6
17 years of age..	46	109 0	55	97 6
*18 years of age..	62	147 0	69	122 6
*19 years of age..	78	185 0	82	145 6
*20 years of age..	97	230 0	94	167 0

PROPORTION.

Apprentices.

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

An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.

Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

OTHER EMPLOYEES.

—	Wages per Week.	
	Males.	Females.
	s. d.	s. d.
Operator of a camera other than—		
(i) An operator of an enlarging camera, and/or		
(ii) An operator making copy negatives from flat originals—		
*21 years of age	243 0	189 6
*22 years of age	257 0	218 0
23 years of age or over ..	279 0	240 6
Artists colouring or working up ..	258 6	187 0
Retouchers	262 6	193 0
Printers or developers—		
(a) Developing plates or films exposed by amateurs, or		
(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	262 6	188 6
Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	262 6	202 0
All others (including spotters) ..	256 0	178 6

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

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

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

No. 878.—10505/53.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 879] MONDAY, NOVEMBER 16. [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.

SEWER BUILDERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 244 of the 6th March, 1952, shall be replaced by the following clause:—

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(*a*)

Apprentices or Improvers.			*Juveniles.*		
Wages. Per Week of 40 Hours.			Wages. Per Week of 40 Hours.		
	Percentage of Basic Wage.	*s. d.*		Percentage of Basic Wage.	*s. d.*
1st year 2nd year 3rd year	75	177 6	Persons under 19 years of age (other than apprentices or improvers) employed—(*a*) carrying tools; (*b*) as toolsmith's assistant	80	189 6

PROPORTION.

Apprentices.

One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".

Improvers.

One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".

All Other Employees.

(*b*) (i) Day shift:—

—	Wages Per Week of 40 Hours. £	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	13	14	6
Borer testing ground	13	7	0
Cement gun nozzle operator	13	17	0
Concrete floater	13	14	6
Concrete gauger, mixer, or handler	13	7	0
Concrete mixer-driver doing repairs	13	19	6
Concrete mixer-driver not doing repairs	13	14	6
Concrete patcher	13	14	6
Compressor employee in charge doing repairs	13	19	6
Compressor employee in charge not doing repairs	13	12	0
Foreman's assistant	13	7	0
Hammer and drill hand	13	12	0
Jumperman	13	7	0
Leading hand in charge of six to ten other employees	14	2	0
Leading hand in charge of more than ten other employees	14	7	0
Machine borer	13	19	6
Manhole builder	14	2	0
Manhole sinker (any shape)	13	17	0
Leading pipe layer and/or leading jointer	13	19	6
Pipe layer and/or jointer	13	17	0
Pitcher setter	13	12	0
Ploughman	13	12	0
Ploughman's assistant	13	2	0
Pneumatic pick or scabbler or vibrator user	13	17	0
Powder monkey	14	2	0
Pump employee in charge of pump pumping water and doing repairs	13	2	0
Reinforcement placer or wirer	13	7	0
Renderer in open drains	14	7	0
Renderer in pipes, tunnels, or covered drains	14	19	6
Rigger's assistant, vent erecting	13	12	0
Rigger in charge, vent erecting or dismantling	14	2	0
Scoop filler	13	7	0
Sinker—with less than three months' experience	13	7	0
Sinker (other than manhole sinker) with three months' experience or over	13	12	0
Slurry refiller	13	2	0
Timber drawer in drives or working below 12 feet in shafts	13	12	0
Timber cutter, preparer or measurer	13	12	0
Timberman, timbering in trenches immediately behind power excavator	14	2	0
Toolsmith	13	14	6
Topman	13	2	0
Trimmer, leading (i.e., an employee in charge of trimmers)	13	17	0
Trimmer, other than leading trimmer	13	14	6
Tunneller including an employee excavating in drives	13	12	0
Vent erector or dismantler	13	7	0
Windlass hand, working alone on tripod windlass	13	7	0
Windlass hand—other	13	2	0
Employee not elsewhere classified	13	2	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (*b*) (i) plus an additional 5s. per shift.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

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

No. 880] MONDAY, NOVEMBER 16. [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.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 503 of the 12th June, 1953, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	29	68 6
16 years of age	32	76 0
17 years of age	37	87 6
18 years of age	51	121 0
19 years of age	61	144 6
20 years of age	73	173 0

PROPORTION (WITHIN ANY PLACE).

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

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Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 17 0
Groundsman or maintenance employee	13 2 0
All others	12 17 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	14 7 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 12 0
Groundsman or maintenance employee	12 17 0
All others	12 14 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets	14 7 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 12 0
Groundsman or maintenance employee	13 2 0
All others	12 17 0

Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

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

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