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[1953

Factories and Shops Acts.

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

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

Dated at Melbourne, this

17th day of November, 1953.

H. N. JONES,

Acting Secretary for Labour.

### MUSICAL INSTRUMENTS BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 463 of the 15th May, 1953, shall be replaced by the following clauses:—

2.

WAGES

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES.		
SECTION "A"—WOOD MACHINISTS AND GENERAL.		
<i>Machinist—"A" Grade.</i>		
	£ s. d.	£ s. d.
1. Boulter's carver .. .. .	14 7 0	14 4 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand .. .. .	14 7 0	14 4 0
3. Moulder—who grinds cutters sets up and operates .. .. .	14 7 0	14 4 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand .. .. .	14 7 0	14 4 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand .. .. .	14 7 0	14 4 0
6. Lindeman or similar jointer .. .. .	14 7 0	14 4 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer .. .. .	13 17 0	13 14 0
8. Circular sawyer—who sets up and operates .. .. .	13 17 0	13 14 0
9. Dovetailer—who sets up and operates .. .. .	13 17 0	13 14 0
10. Buzzer—who sets up and operates .. .. .	13 17 0	13 14 0
11. Planer—who sets up and operates .. .. .	13 17 0	13 14 0
12. Thicknesser—who sets up and operates .. .. .	13 17 0	13 14 0
13. Glue jointer—who sets up and operates .. .. .	13 17 0	13 14 0
14. Tenoner—who sets up and operates .. .. .	13 17 0	13 14 0
15. Turner—copying or automatic lathe—who sets up and operates .. .. .	13 17 0	13 14 0
16. Morticer—who sets up and operates .. .. .	13 17 0	13 14 0
17. Sander—triple drum—who sets up and operates .. .. .	13 17 0	13 14 0
18. Belt sander on veneers .. .. .	13 17 0	13 14 0
19. Multiple borer—three or more bits—who sets up and operates .. .. .	13 17 0	13 14 0
20. Moulder—who sets up and operates .. .. .	13 17 0	13 14 0

Adults, Journeymen or Journey women.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Milder and Gippsland Districts.	Elsewhere in Victoria
<b>PART I.—ADULT MALES—continued.</b>		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others .. .. .	13 7 0	13 4 0
22. Borer—less than three bits .. .. .	13 7 0	13 4 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, G and 1S) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	13 7 0	13 4 0
<i>General.</i>		
24. Timber bender .. .. .	13 7 0	13 4 0
25. Timber stacker .. .. .	12 12 0	12 9 0
26. Yardman .. .. .	12 12 0	12 9 0
27. Tailer out .. .. .	12 12 0	12 9 0
28. Employees not elsewhere classified .. .. .	12 0 0	11 17 0
<b>SECTION "B"—POLISHING &amp;C.</b>		
29. Polisher .. .. .	14 7 0	14 4 0
30. Spray hand— (a) engaged on finishing coats of any type.. .. . (b) engaged on priming and/or undercoating, and/or sealing .. .. .	13 17 0 13 7 0	13 14 0 13 4 0
31. Employee cutting or papering down and/or filling and/or staining .. .. .	13 7 0	13 4 0
<b>SECTION "C"—PIANOS.</b>		
32. Action regulator .. .. .	14 7 0	14 4 0
33. Tuner and/or action repairer .. .. .	14 7 0	14 4 0
34. Player mechanic .. .. .	14 7 0	14 4 0
35. Part maker .. .. .	14 7 0	14 4 0
36. Side gluer .. .. .	14 7 0	14 4 0
37. Sound board maker .. .. .	14 7 0	14 4 0
38. Fly finisher .. .. .	14 7 0	14 4 0
39. Maker and/or repairer of musical instruments .. .. .	14 7 0	14 4 0
40. Player action assembler .. .. .	13 19 6	13 16 6
41. Piano action assembler .. .. .	13 19 6	13 16 6
42. Iron frame driller .. .. .	13 7 0	13 4 0
43. Iron frame finisher by hand or spray .. .. .	13 7 0	13 4 0
44. Spring and brass wire spinner .. .. .	13 7 0	13 4 0
45. Veneer presser .. .. .	13 7 0	13 4 0
46. Veneer scraper .. .. .	13 7 0	13 4 0
47. Gluer up .. .. .	13 7 0	13 4 0
<b>PART II.—ADULT FEMALES.</b>		
Veneer matcher .. .. .	9 17 6	9 15 6
Upholstress .. .. .	9 17 6	9 15 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but, if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

**PART III.—SAVING.**

No employee shall have his or her rate reduced merely as a result of this Determination.

**SPECIAL RATES.**

3. (a) *Leading hands.*—In addition to the margins prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shilling per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman'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 of superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 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.

*Special Rates Not Cumulative.*

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

*Rates Not Subject To Penalty Additions.*

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

*Tool Allowance.*

(e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

**MIXED FUNCTIONS.**

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
	£ s. d.	£ s. d.
Five-year Term—		
1st year's experience .. .. .	3 16 0	3 15 0
2nd year's experience .. .. .	5 2 0	5 0 6
3rd year's experience .. .. .	6 8 0	6 6 6
4th year's experience .. .. .	9 16 6	9 14 0
5th year's experience .. .. .	12 3 0	12 0 0
Four-year Term—		
1st year's experience .. .. .	4 0 6	3 19 6
2nd year's experience .. .. .	6 8 0	6 6 6
3rd year's experience .. .. .	9 16 0	9 14 0
4th year's experience .. .. .	12 3 0	12 0 0
<i>Male Improvers.</i>		
Under 16 years of age .. .. .	2 17 0	2 16 0
16 and under 17 .. .. .	3 9 6	3 8 6
17 and under 18 .. .. .	4 13 6	4 12 6
18 and under 19 .. .. .	6 4 6	6 3 0
19 and under 20 .. .. .	9 16 6	9 14 0
20 and under 21 .. .. .	12 2 0	11 19 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	4 1 6	4 0 6
2nd year's experience .. .. .	5 17 0	5 15 6
3rd year's experience .. .. .	7 16 6	7 14 6
4th year's experience .. .. .	8 18 6	8 16 6
<i>Female Improvers.</i>		
16 years and under .. .. .	2 18 6	2 18 0
17 years .. .. .	4 1 6	4 0 6
18 years .. .. .	5 17 0	5 15 6
19 years .. .. .	7 16 6	7 14 6
20 years .. .. .	8 18 6	8 16 6

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

