



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1133]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
26th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

Clause 2 of the Determination published in *Government Gazette* No. 180 of the 6th April, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.				
Wages	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.			
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under .. .. .	31	72 6	36	63 0	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—  Where two such persons are under his or her control .. .. . Where three or more such persons are under his or her control .. .. .  <i>All Others.</i>  (a) Employed in connexion with the sale or distribution of newspapers  (b) Employed at any other work .. .. .				
16 years of age .. .. .	38	89 0	46	80 6		284 6	216 6	284 6	216 6
17 years of age .. .. .	48	112 6	56	98 6					
18 years of age .. .. .	62	145 0	65	114 0		295 0	230 6	295 0	230 6
19 years of age .. .. .	76	178 0	75	131 6					
20 years of age .. .. .	91	213 0	84	147 6	261 6	176 0	258 6	175 6	
PROPORTIONS (by any employer).  <i>Apprentices.</i>  One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  An indenture of apprenticeship has been prescribed by the Board.  <i>Improvers.</i>  Two improvers to each adult worker receiving not less than 25s. 6d. per week of 40 hours in the case of a male adult and 17s. 6d. per week of 40 hours in the case of a female adult.					269 0	180 0	266 0	175 6	

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

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

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1134]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this

26th day of November 1954.

H. N. JONES,

Secretary for Labour and Industry.

### SHOPS BOARD No. 22 (MOTOR REQUISITES).

Clause 2 of the Determination published in *Government Gazette* No. 128 of the 26th March, 1954, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.				
WAGES PER WEEK OF 40 HOURS.			PROPORTION (in any Shop).	
<i>Male or Female.</i>				
	Percentage of Basic Wage.	<i>s. d.</i>	<i>Apprentices.</i>	
15 years of age or under .. .. .	28	65 6	<p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three persons receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>Two improvers to every worker receiving not less than the minimum wage.</p>	
16 years of age .. .. .	38	89 0		
17 years of age .. .. .	52	121 6		
18 years of age .. .. .	66	154 6		
19 years of age .. .. .	86	201 0		
20 years of age .. .. .	100+	239 0		
	5s.			
ALL OTHER EMPLOYEES.				
			Wages per Week of 40 Hours.	
			<i>Males.</i>	<i>Females.</i>
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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) .. .. .	271 0	248 6	271 0	248 6
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit .. .. .	251 0	213 6	271 0	248 6
Other salesman or saleswoman .. .. .	271 0	248 6	271 0	248 6

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. 1135]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
29th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination made on the 5th August, 1954, and in force as from the beginning of the first pay period to commence in September, 1954, shall be replaced by the following clause:

#### 2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.			Other Employees.		
<b>MALES.</b>			<b>MALES.</b>		
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
Under 16 years of age .. .. .	27	63 0	(a) Person in charge of a shop <i>Or,</i> (b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods (c) Canvassers, travellers, collectors, in- stallers, and all others who are in any way connected with the sale of goods on a merchant's premises, but exclud- ing those selling off such premises if they are paid exclusively by com- mission and have the right to sell goods for more than one merchant		
16 years of age .. .. .	36	84 0		286 6	282 6
17 " .. .. .	46	107 6			
18 " .. .. .	64	150 0			
19 " .. .. .	81	189 6			
20 " .. .. .	99	231 6			
<b>FEMALES.</b>			<b>FEMALES.</b>		
	Percentage of Female Basic Wage.	s. d.		s. d.	s. d.
Under 16 years of age .. .. .	36	63 0			
16 years of age .. .. .	45	79 0			
17 " .. .. .	51	89 6			
18 " .. .. .	59	103 6			
19 " .. .. .	67	117 6			
20 " .. .. .	76	133 6	271 0	267 0	
			<b>Females</b>	213 0	209 0

Apprentices and Improvers	Other Employees
<p style="text-align: center;">PROPORTION (WITHIN ANY SHOP).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p style="text-align: center;">MALES.</p> <p>One male apprentice to every three or fraction of three workers receiving not less than 267s. per week.</p> <p style="text-align: center;">FEMALES.</p> <p>One female apprentice to every three or fraction of three workers receiving not less than 209s. per week.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p style="text-align: center;">MALES.</p> <p>One male improver to every two or fraction of two workers receiving not less than 267s. per week.</p> <p style="text-align: center;">FEMALES.</p> <p>One female improver to every two or fraction of two workers receiving not less than 209s. per week.</p>	

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



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1136]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
29th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**SOFTGOODS—WHOLESALE—BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 215 of the 12th April, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.							Other Employers.	
Wages per Week of 40 Hours.							Wages per Week of 40 Hours.	
Experience.	Commencing Age.						<i>s. d.</i>	<i>s. d.</i>
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>							<i>Males.</i>	
1st year ..	82 0	82 0	110 0	124 0	160 0	237 6	Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department .. .. . 297 0	
2nd ..	110 0	124 0	138 0	185 0	237 6	..	Salesmen and all employees assisting in sales .. .. . 286 0	
3rd ..	133 6	154 6	201 0	237 6	..	..		
4th ..	161 6	206 0	237 6	..	..	..		
5th ..	194 0	237 6	..	..	..	..		
6th ..	237 6	..	..	..	..	..		
<i>Females.</i>							<i>Females.</i>	
1st year ..	61 6	61 6	82 6	93 0	124 6	179 0	Females employed in Millinery, Mantles, Corsets, Under-clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
2nd ..	82 6	93 0	103 6	138 6	179 0	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department .. .. . 223 0	
3rd ..	100 0	117 6	151 0	179 0	..	..	Other saleswomen .. .. . 214 9	
4th ..	119 6	154 6	179 0	..	..	..	Females employed in any other Departments—	
5th ..	145 6	179 0	..	..	..	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department .. .. . 297 0	
6th ..	179 0	..	..	..	..	..	Other saleswomen .. .. . 286 0	

PROPORTION (IN ANY PLACE).

*Apprentices.*

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

*Improvers.*

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

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

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







VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1137]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
26th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**SPORTS GROUND MAINTENANCE BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 20 of the 28th January, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		<i>s. d.</i>
15 years of age or under .. .. .	29	68 0
16 years of age .. .. .	32	75 0
17 years of age .. .. .	37	86 6
18 years of age .. .. .	51	119 6
19 years of age .. .. .	61	142 6
20 years of age .. .. .	73	171 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.

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
<b>Racecourses—</b>	
Leading hand, i.e., a person in charge of three or more employees .. .. .	13 14 0
Groundsman or maintenance employee .. .. .	12 19 0
All others .. .. .	12 14 0
<b>Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—</b>	
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 4 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper .. .. .	13 9 0
Groundsman or maintenance employee .. .. .	12 14 0
All others .. .. .	12 11 6
<b>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—</b>	
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 4 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator .. .. .	13 9 0
Groundsman or maintenance employee .. .. .	12 19 0
All others .. .. .	12 14 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.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1138]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
29th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clauses 2 and 4 of the Determination published in *Government Gazette* No. 481 of the 26th May, 1953, shall be replaced by the following clauses:—

#### WAGES PER WEEK.

2.		Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
Registered Teachers.		£ s. d.	£ s. d.	£ s. d.
Non-Graduates.				
During first year's experience of teaching following registration .. ..	.. ..	5 3 10	5 18 2	11 2 0
During second year's experience of teaching following registration .. ..	.. ..	5 11 6	5 18 2	11 9 8
During third year's experience of teaching following registration .. ..	.. ..	5 19 3	5 18 2	11 17 5
During fourth year's experience of teaching following registration .. ..	.. ..	6 6 11	5 18 2	12 5 1
During fifth year's experience of teaching following registration .. ..	.. ..	6 14 7	5 18 2	12 12 9
During sixth year's experience of teaching following registration .. ..	.. ..	7 2 3	5 18 2	13 0 5
During seventh year's experience of teaching following registration .. ..	.. ..	7 10 0	5 18 2	13 8 2
During eighth year's experience of teaching following registration .. ..	.. ..	7 17 8	5 18 2	13 15 10
During ninth year's experience of teaching following registration .. ..	.. ..	8 5 5	5 18 2	14 3 7
During tenth year's experience of teaching following registration and thereafter		8 13 1	5 18 2	14 11 3
Graduates.				
During first year's experience of teaching following registration .. ..	.. ..	5 11 6	5 18 2	11 9 8
During second year's experience of teaching following registration .. ..	.. ..	5 19 3	5 18 2	11 17 5
During third year's experience of teaching following registration .. ..	.. ..	6 6 11	5 18 2	12 5 1
During fourth year's experience of teaching following registration .. ..	.. ..	6 14 7	5 18 2	12 12 9
During fifth year's experience of teaching following registration .. ..	.. ..	7 2 3	5 18 2	13 0 5
During sixth year's experience of teaching following registration .. ..	.. ..	7 10 0	5 18 2	13 8 2
During seventh year's experience of teaching following registration .. ..	.. ..	7 17 8	5 18 2	13 15 10
During eighth year's experience of teaching following registration .. ..	.. ..	8 5 5	5 18 2	14 3 7
During ninth year's experience of teaching following registration and thereafter		8 13 1	5 18 2	14 11 3

PART-TIME TEACHER.

4. (a) A part-time registered teacher shall be paid 10s. 3d. plus 3s. 11d. cost of living addition, total 14s. 2d., per hour or part thereof on a weekly total.

(b) A part-time non-registered teacher shall be paid 8s. 11d. plus 3s. 11d. cost of living addition, total 12s. 10d., per hour or part thereof on a weekly total.

(c) Subject to the provisions of clause 9 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

(d) A teacher not ready, willing and available to work a full week shall be paid at part-time rates for the first hours' work and thereafter at ordinary rates up to but not exceeding a full week's wages (based on a 30 hour week).

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



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1139]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
26th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**WATCHMEN'S BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 97 of the 1st March, 1954, shall be replaced by the following clauses:—

2.

Classes of Employees.	Wages per Week of 40 Hours.					
	Within a Radius of 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 where this Determination applies.		
	Wages.	War-time Loading.	Total.	Wages.	War-time Loading.	Total.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>d.</i>	<i>s. d.</i>	<i>s. d.</i>
Watchman (other than watchmen as defined in clause 3), who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	266 5	3 0	269 5	263 5	3 0	266 5
All others (other than watchmen as defined in clause 3) .. .. .	251 0	3 0	254 0	248 0	3 0	251 0

## WHARF WATCHMEN.

3. (a) Wharf Watchmen—i.e., persons employed as watchmen in connexion with overseas and/or interstate shipping shall be paid as follows:—

- (i) On wharfs and/or ships (excluding ships' holds) at the rate of 6s. 7½d. per hour.
- (ii) In ships' holds at the rate of 7s. 2¾d. per hour.

(b) Hold Watchmen—When waterside workers engaged in handling cargo in a vessel's hold are paid an extra rate because of the obnoxiousness of such cargo, either by Board of Reference decision or by agreement, any hold watchman employed in such hold shall be paid an extra rate of 6d. per hour, or such lesser amount as may be paid to the waterside workers concerned.

(c) Wharf Watchmen—When a cargo watchman is engaged elsewhere than in the hold of a vessel, and is obliged to work in close proximity to cargo, which, because of its obnoxiousness, is the subject of an extra rate paid to the waterside workers handling such cargo, he shall be paid an extra rate of 3d. per hour for such period as he may be affected.

(d) Dangerous Cargo—When waterside workers are paid an extra rate for handling Ammonium Nitrate and Sodium Chlorate, such extra rate shall be paid to any hold watchman who may be employed in the hold where such cargo is being handled for such period as may be applicable.

(e) Hold and/or wharf watchmen commencing duty at 5 p.m. for the evening shift or at midnight for the midnight shift shall be paid 8 hours at the ordinary rate provided in each case the full shift is worked and provided further that he does not work a total of 8 hours by working on into the succeeding shift.

(f) Wharf watchmen shall be required to diligently attend to their duties as watchmen and immediately report to the Superintendent or foreman in charge of the hatch or the Ship's Officer on duty any cases of pillage or suspected or attempted pillage and damage, and if required, make notes and furnish reports regarding same. It is also required that smoking and committing a nuisance in the hold should be stopped and, if persisted in, reported in the manner directed above.

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



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1140]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
1st day of December, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 309 of the 30th April, 1954, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(a) General.	£ s. d.	£ s. d.	£ s. d.
Electrician in charge of electrical supply undertaking .. .. .	15 10 6	15 17 0	15 7 6
Electrical instrument maker and/or repairer (as defined) .. .. .	15 1 6	15 8 0	14 18 6
Installation inspector and/or tender .. .. .	14 10 6	14 17 0	14 7 6
Shift electrician .. .. .	14 6 0	14 12 6	14 3 0
Refrigeration mechanic or serviceman .. .. .	14 6 0	14 12 6	14 3 0
Electrician in charge of plant and/or installation .. .. .	14 6 0	14 12 6	14 3 0
Electrical fitter and/or armature winder .. .. .	14 6 0	14 12 6	14 3 0
Battery fitter .. .. .	14 6 0	14 12 6	14 3 0
Cable jointer, on high tension (over 6,600 volts) .. .. .	14 4 6	14 11 0	14 1 6
Cable jointer, on low tension (under 6,600 volts) .. .. .	14 1 6	14 8 0	13 18 6
Cable jointer's mate .. .. .	12 17 0	13 3 6	12 14 0
Coremaker (transformers) .. .. .	13 0 0	13 6 6	12 17 0
Electrical mechanic .. .. .	14 6 0	14 12 6	14 3 0
Linesman .. .. .	13 14 0	14 0 6	13 11 0
Linesman's assistant .. .. .	12 17 0	13 3 6	12 14 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .. .	13 14 0	14 0 6	13 11 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .. .	12 19 6	13 6 0	12 16 6
Meter tester (1st grade) .. .. .	13 13 0	13 19 6	13 10 0
Meter tester (2nd grade) .. .. .	13 6 0	13 12 6	13 3 0
Meter fixer .. .. .	13 6 0	13 12 6	13 3 0
Switchboard attendant .. .. .	13 12 6	13 19 0	13 9 6
Battery attendant .. .. .	12 18 0	13 4 6	12 15 0
Electrical fitter's and mechanic's assistant .. .. .	12 17 0	13 3 6	12 14 0
Process worker .. .. .	12 16 0	13 2 6	12 13 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	12 3 0	12 9 6	12 0 0
Employee not elsewhere classified .. .. .	11 17 0	12 3 6	11 14 0

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>(b) Wet Battery Manufacturing.</i>			
Plante assembler .. .. .	13 6 0	13 12 6	13 3 0
Battery repairer (factory) .. .. .	13 3 0	13 9 6	13 0 0
Mixing and pasting by hand .. .. .	13 1 0	13 7 6	12 18 0
Charging and moulding of grids .. .. .	13 1 0	13 7 6	12 18 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .	13 0 0	13 6 6	12 17 0
Formation process .. .. .	12 18 0	13 4 6	12 15 0
All others in this subdivision .. .. .	12 16 0	13 2 6	12 13 0

**LEADING HANDS.**

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

**TRADESMEN IN LARGE POWER HOUSES.**

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

*Ship Repairing.*

Employees engaged on ship repairs shall be paid the following additional margins:—

Tradesmen .. .. .	s. d.
.. .. .	.. 4 6 per week.
All other labour .. .. .	.. 3 0 .. ..

**APPRENTICESHIP.**

(Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
- Electrical mechanic,
- Refrigeration mechanic or serviceman.

*Contract of Apprenticeship*

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(c) Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour and Industry, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void, and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

*Instruction in Welding.*

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.



*Proportion.*

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.  
Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—  
Electrical mechanic,  
the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

- Electrical fitter,
- Electrical mechanic, and
- Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

*Period of Apprenticeship.*

(f) The periods of apprenticeship shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

*Adult Apprentices.*

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

*Probationary Period.*

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

(i) The minimum weekly rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(j) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Four and Five-year Terms.</i>				
1st year .. .. .	32	3 15 0	3 17 0	3 14 0
2nd year .. .. .	43	5 0 6	5 3 6	4 19 6
3rd year .. .. .	54	6 6 6	6 10 0	6 4 6
4th year .. .. .	83	9 14 0	9 19 6	9 11 6
5th year .. .. .	100 plus 6s.	12 0 0	12 6 6	11 17 0
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>				
1st year .. .. .	34	3 19 6	4 2 0	3 18 6
2nd year .. .. .	54	6 6 6	6 10 0	6 4 6
3rd year .. .. .	83	9 14 0	9 19 6	9 11 6
4th year .. .. .	100 plus 6s.	12 0 0	12 6 6	11 17 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

*Payment by Results.*

(m) An apprentice shall not work under any system of payment by results.

*Lost Time.*

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to his 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(o) 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.

*Attendance at Technical Schools.*

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

*Annual and Sick Leave.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

*Wages per Week of 40 Hours.*

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	s. d.	£ s. d.	£ s. d.	£ s. d.
All others .. .. .	75	16 0	8 15 6 9 11 6	9 0 6 9 10 6	8 13 0 9 9 0
When employed in a classification for which the corresponding margin in clause 27 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein proscribed.					
<i>II.—Junior Females.</i>					
17 years of age and under .. .. .	52	3 6	4 15 0	4 17 6	4 13 6
18 years of age .. .. .	62	4 0	5 13 0	5 16 0	5 11 6
19 years of age .. .. .	72	4 6	6 11 0	6 14 6	6 9 0
20 years of age .. .. .	82	5 0	7 9 0	7 13 0	7 7 0
<i>III.—Junior Males.</i>					
Under 16 years of age .. .. .	24	2 0	2 18 0	2 19 6	2 17 6
16 years of age .. .. .	34	3 0	4 2 6	4 5 0	4 1 6
17 years of age .. .. .	46	4 0	5 11 6	5 14 6	5 10 6
18 years of age .. .. .	58	5 0	7 0 6	7 4 6	6 19 0
19 years of age .. .. .	73	6 0	8 17 0	9 1 6	8 14 6
20 years of age .. .. .	88	7 0	10 13 0	10 18 6	10 10 6

\* The percentages for junior females relate to the female basic wage, but, in all other cases, to the male basic wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby proscribed for a junior employee of his or her age and in addition thereto the additional amount proscribed for such an employee:

*Prohibited Occupations*

(c) Junior employees shall not be employed:—

if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles; or using electric arc or oxy acetylene blow pipe.

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



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1141]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this

1st day of December, 1954.

H. N. JONES,

Secretary for Labour and Industry.

### TINSMITHS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 311 of the 30th April, 1954, shall be replaced by the following clauses:—

2.

#### WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.F.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrnambool, and within Mifflura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class) .. .. .	14 6 0	14 12 6	14 3 0
Sheet metal worker (2nd class) .. .. .	13 11 0	13 17 6	13 8 0
Spinner (1st class) .. .. .	13 15 0	14 1 6	13 12 0
Spinner other .. .. .	13 0 0	13 6 6	12 17 0
Die setter .. .. .	13 0 0	13 6 6	12 17 0
Die setter—press operator working from blue prints or plans .. .. .	13 11 0	13 17 6	13 8 0
Press operator (heavy) .. .. .	12 18 0	13 4 6	12 15 0
Press operator (light) .. .. .	12 16 0	13 2 6	12 13 0
Solderer and dipper .. .. .	12 18 0	13 4 6	12 15 0
Drop hammer stamper .. .. .	12 18 0	13 4 6	12 15 0
Guillotine operator (as defined) .. .. .	13 11 0	13 17 6	13 8 0
Guillotine operator (other) .. .. .	12 16 0	13 2 6	12 13 0
Guttering machinist .. .. .	12 16 0	13 2 6	12 13 0
Power machinist (not otherwise specified) .. .. .	12 16 0	13 2 6	12 13 0
Spray painter (on both prime and finishing coats) .. .. .	13 4 0	13 10 6	13 1 0
Spray painter (on one coat work) .. .. .	13 0 0	13 6 6	12 17 0
<i>(b) Welding Division.</i>			
Welder—			
1st class .. .. .	14 6 0	14 12 6	14 3 0
2nd class .. .. .	13 2 0	13 8 6	12 19 0
3rd class .. .. .	12 18 0	13 4 6	12 15 0
Tack welder .. .. .	13 0 0	13 6 6	12 17 0
Welder—special class (as defined) .. .. .	14 10 6	14 17 0	14 7 6

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand .. .. .	13 0 0	13 6 6	12 17 0
Canister-maker by hand and riveter by hand .. .. .	13 0 0	13 6 6	12 17 0
Solderer and dipper .. .. .	12 16 0	13 2 6	12 13 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over .. .. .	13 0 0	13 6 6	12 17 0
Operator of power capping machines or metal pots on automatic machines .. .. .	12 18 0	13 4 6	12 15 0
Operator of other power presses and other power machines .. .. .	12 16 0	13 2 6	12 13 0
Cap solderer (not otherwise classified) .. .. .	12 16 0	13 2 6	12 13 0
<i>(d) Galvanizing.</i>			
Galvanizer .. .. .	13 7 0	13 13 6	13 4 0
Tinner and grease tinner .. .. .	13 7 0	13 13 6	13 4 0
Assistant working over metal pot .. .. .	12 18 0	13 4 6	12 15 0
Pickler .. .. .	12 17 0	13 3 6	12 14 0
All others in this Division .. .. .	12 13 0	12 19 6	12 10 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker .. .. .	13 11 0	13 17 6	13 8 0
Spray operator .. .. .	13 0 0	13 6 6	12 17 0
Grainer, liner, and filliter .. .. .	12 16 0	13 2 6	12 13 0
Painter and lacquerer .. .. .	12 16 0	13 2 6	12 13 0
Dipper .. .. .	12 16 0	13 2 6	12 13 0
<i>(f) Porcelain Enamelling.</i>			
Fuser .. .. .	13 6 0	13 12 6	13 3 0
Fuser on medallions, badges, or buckles .. .. .	12 16 0	13 2 6	12 13 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .	12 17 0	13 3 6	12 14 0
Inspector (other) .. .. .	12 14 0	13 0 6	12 11 0
Mil hand and mixer .. .. .	12 17 0	13 3 6	12 14 0
Packer and despatcher .. .. .	13 1 6	13 8 0	12 18 6
Pickler .. .. .	12 17 0	13 3 6	12 14 0
Rackman .. .. .	12 12 0	12 18 6	12 9 0
Sand and shot blaster .. .. .	13 10 0	13 16 6	13 7 0
Sprayer .. .. .	12 18 0	13 4 6	12 15 0
Swiller, gripper, and brusher .. .. .	12 16 0	13 2 6	12 13 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	12 3 0	12 9 6	12 0 0
Employee not elsewhere classified in any Division .. .. .	11 17 0	12 3 6	11 14 0
<i>(g) General.</i>			
Process worker .. .. .	12 16 0	13 2 6	12 13 0
Tool and/or material storeman (as defined) .. .. .	12 19 0	13 5 6	12 16 0
Storeman and/or packer .. .. .	13 1 6	13 8 0	12 18 6

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

*Ship Repairing.*

Employees engaged on ship repairs shall be paid the following additional margins:—

Tradesmen .. .. .	s. d.
All other labour .. .. .	4 6 per week.
	3 0 per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Sheet-metal worker—1st class.
- Welder—special class.

*Period of Apprenticeship.*

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

*Contract of Apprenticeship.*

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(d) Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour and Industry, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

*Instruction in Welding.*

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

*Proportion.*

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—special class; the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

*Adult Apprentices.*

(g) 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 23 years.

*Probationary Period.*

(h) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

(i) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(j) WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>Four and Five-year Terms.</i>				
1st year	32	3 15 0	3 17 0	3 14 0
2nd year	43	5 0 6	5 3 6	4 19 6
3rd year	54	6 6 6	6 10 0	6 4 6
4th year	83	9 14 0	9 19 6	9 11 6
5th year	100 plus 6s.	12 0 0	12 6 6	11 17 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>				
1st year	34	3 19 6	4 2 0	3 18 6
2nd year	54	6 6 6	6 10 0	6 4 6
3rd year	83	9 14 0	9 19 6	9 11 6
4th year	100 plus 6s.	12 0 0	12 6 6	11 17 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

*Payment by Results.*

(m) An apprentice shall not work under any system of payment by results.

*Lost Time.*

(n) 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(o) 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.

*Attendance at Technical Schools.*

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

*Annual and Sick Leave.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	8 15 6	9 0 6	8 13 0
All others .. .. .	75	16 0	9 11 6	9 16 6	9 9 0
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
			Additional Amount.		
17 years of age and under .. .. .	52	3 6	4 15 0	4 17 6	4 13 6
18 years of age .. .. .	62	4 0	5 13 0	5 16 0	5 11 6
19 years of age .. .. .	72	4 6	6 11 0	6 14 6	6 9 0
20 years of age .. .. .	82	5 0	7 9 0	7 13 0	7 7 0
<i>III.—Male Junior Labour.</i>					
Under 16 years of age .. .. .	24	2 0	2 18 0	2 19 6	2 17 6
16 years of age .. .. .	34	3 0	4 2 6	4 5 0	4 1 6
17 years of age .. .. .	46	4 0	5 11 6	5 14 6	5 10 6
18 years of age .. .. .	58	5 0	7 0 6	7 4 6	6 19 0
19 years of age .. .. .	73	6 0	8 17 0	9 1 6	8 14 6
20 years of age .. .. .	88	7 0	10 13 0	10 18 6	10 10 6

\* The percentages for junior females relate to the female basic wage, but, in all other cases, relate to the male basic wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

*Prohibited Occupations.*

(b) Junior employees shall not be employed:—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—

die setting on power presses, or as operators of power driven guillotines.

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



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1142]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
1st day of December, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 698 of the 13th August 1954, shall be replaced by the following clauses:—

2. (a)

#### APPRENTICES AND IMPROVERS.

Wages.					PROPORTION (in any place).
	Percentage of Basic Wage.	Rate.	Plus Loading.	Total Wage.	
		s. d.	s. d.	s. d.	
Under 16 years of age	35	82 0	2 0	84 0	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 257s. per week.</p> <p><i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 257s. per week.</p>
" 17 " "	45	105 6	2 6	108 0	
" 18 " "	54	126 6	3 0	129 6	
" 19 " "	68	159 0	3 9	162 9	
" 20 " "	79	185 0	4 6	189 6	
" 21 " "	92	215 6	5 3	220 9	

(b)

#### OTHER EMPLOYEES.

	WAGES.		
	Day Work.		
	Rate.	Special Loading.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Leading hand, i.e., a person in charge of not less than—			
(a) three nor more than ten employees .. .. .	14 13 3	17 8	15 10 11
(b) eleven nor more than fifteen employees .. .. .	14 16 3	17 8	15 13 11
Pile-driver .. .. .	14 7 3	17 8	15 4 11
Pile-driver's offsider .. .. .	13 5 0	9 7	13 14 7
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways.. .. .	14 4 3	17 8	15 1 11

## OTHER EMPLOYEES—continued.

	WAGES.		
	Day Work.		
	Rate.	Special Loading.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Oxy acetylene burner on demolition work .. .. .	14 4 3	..	14 4 3
Saw sharpener .. .. .	14 3 6	17 8	15 1 2
Machine borer .. .. .	13 5 0	9 7	13 14 7
Cleater .. .. .	13 2 0	..	13 2 0
Cradler or squarer .. .. .	13 2 0	..	13 2 0
Hand borer .. .. .	13 0 0	..	13 0 0
Wharf carpenter's assistant .. .. .	13 0 0	9 7	13 9 7
Diver's assistant .. .. .	13 0 0	9 7	13 9 7
Dumper .. .. .	13 0 0	..	13 0 0
Other demolition workers .. .. .	12 17 6	..	12 17 6
Barge hand on shore plant .. .. .	12 17 6	12 1	13 9 7
All others .. .. .	12 17 0	..	12 17 0
CONCRETE WORK.			
Pneumatic pick user or jack hammer-man .. .. .	13 3 0	..	13 3 0
Concrete floater .. .. .	13 2 0	9 7	13 11 7
Mixer operator .. .. .	13 2 0	9 7	13 11 7
Men filling moulds .. .. .	13 0 0	..	13 0 0
Gaugers, i.e., persons filling gauged barrows or boxes .. .. .	13 0 0	9 7	13 9 7
Other mixers .. .. .	13 0 0	..	13 0 0
Men employed on reinforcements .. .. .	13 0 0	..	13 0 0
Barrowmen or general labourers .. .. .	12 17 0	9 7	13 6 7

(c) When shift work is performed the rates prescribed in clause 2 (b) hereof for day work shall be increased as follows:—

- (i) by 7½ per cent. for all work done during the afternoon shift; and
- (ii) by 10 per cent. for all work done during the night shift.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1143]

TUESDAY, DECEMBER 7.

[1954

Labour and Industry Act 1953.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
1st day of December, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### WHOLESALE GROCERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 54 of the 16th February, 1954, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.			ALL OTHER EMPLOYEES.		
—	Percentage of Basic Wage.	Wages per Week.	Wages per Week.		
			Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria where this Determination applies.	
Under 16 years of age	31	£ s. d. 3 12 6			
16 years of age ..	38	4 9 0			
17 years of age ..	49	5 14 6			
18 years of age ..	65	7 12 0			
19 years of age ..	83	9 14 0			
20 years of age ..	100 + 1s.	11 15 0			
PROPORTION (IN ANY PLACE). <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 262s. per week. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1926. <i>Improvers.</i> One improver to every three or fraction of three workers receiving not less than 262s. per week.			Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits .. .. .	£ s. d. 14 0 6	£ s. d. 14 4 0
			Leading hand in charge of—		
			10 or more persons .. .. .	14 0 6	14 4 0
			6, 7, 8, or 9 persons .. .. .	13 14 0	13 17 6
			1, 2, 3, 4, or 5 persons .. .. .	13 5 6	13 9 6
			Storeman employed singly .. .. .	13 5 6	13 9 6
			All others .. .. .	13 2 0	13 7 0

NOTE.—“Leading hand” means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

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. 1144]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
1st day of December, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### WICKER AND BABY CARRIAGE BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 234 of the 12th April, 1954, 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 Murrumbidgee and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<i>Part I.—Adult Males.</i>		
<b>GROUP "A"—WICKER AND BASKET WORK.</b>		
Basket maker or repairer .. .. .	14 4 0	14 1 0
Employee fitting lining or lettering baskets .. .. .	14 4 0	14 1 0
Wicker frame maker .. .. .	14 4 0	14 1 0
Wicker furniture maker .. .. .	13 14 0	13 11 0
Employee making reed tex, hy-tex, or similar materials .. .. .	13 14 0	13 11 0
<b>GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.</b>		
Upholsterers .. .. .	13 14 0	13 11 0
Body-makers .. .. .	13 14 0	13 11 0
Hood makers .. .. .	13 14 0	13 11 0
Assembler of baby carriages, dolls' carriages and mobile chairs .. .. .	13 14 0	13 11 0
Painters .. .. .	13 14 0	13 11 0
Sprayers .. .. .	13 14 0	13 11 0
Ironworkers .. .. .	13 14 0	13 11 0
Wheel makers .. .. .	13 14 0	13 11 0
Wicker workers .. .. .	13 14 0	13 11 0
Employee making reed tex, hy-tex, or similar materials .. .. .	13 14 0	13 11 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs .. .. .	12 0 0	11 17 0
<i>Part II.—Adult Females.</i>		
Machinists, sewers, or outters .. .. .	9 15 6	9 13 0
Folding hood makers .. .. .	9 15 6	9 13 0

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 wages 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 10 and not more than twenty employees including apprentices;
- (3) Twenty-seven shillings per week if in charge of more than twenty employees including apprentices.

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 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 employers 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 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.

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 or 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>		
5-year Term—	£ s. d.	£ s. d.
1st year's experience .. .. .	3 15 0	3 14 0
2nd year's experience .. .. .	5 0 6	4 19 6
3rd year's experience .. .. .	6 6 6	6 4 6
4th year's experience .. .. .	9 14 0	9 11 6
5th year's experience .. .. .	12 0 0	11 17 0
4-year Term—		
1st year's experience .. .. .	3 19 6	3 18 6
2nd year's experience .. .. .	6 6 6	6 4 6
3rd year's experience .. .. .	9 14 0	9 11 6
4th year's experience .. .. .	12 0 0	11 17 0
<i>Male Improvers.</i>		
Under 16 years of age .. .. .	2 16 0	2 16 6
16 and under 17 .. .. .	3 8 6	3 7 6
17 and under 18 .. .. .	4 12 6	4 11 0
18 and under 19 .. .. .	6 3 0	6 1 6
19 and under 20 .. .. .	9 14 0	9 11 6
20 and under 21 .. .. .	11 19 0	11 16 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	4 0 6	3 19 6
2nd year's experience .. .. .	5 15 6	5 14 0
3rd year's experience .. .. .	7 14 6	7 12 6
4th year's experience .. .. .	8 16 6	8 14 6
<i>Female Improvers.</i>		
16 years and under .. .. .	2 18 0	2 17 0
17 years .. .. .	4 0 6	3 19 6
18 years .. .. .	5 15 6	5 14 0
19 years .. .. .	7 14 6	7 12 6
20 years .. .. .	8 16 6	8 14 6

Clauses, other than clauses 2, 3, 4 and 5 of the said Determination shall remain in force, provided that the weekly earnings of each piece-worker shall be increased by the sum of 160s.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1145]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
1st day of December, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 77 of the 23rd February, 1954, shall be replaced by the following clauses:—

2. Wages per week of 40 hours.

#### ADULTS.

	Wages Per Week.		
	£	s.	d.
Welder—			
Special class (as defined) .. .. .	14	10	6
First class .. .. .	14	6	0
Second class .. .. .	13	2	0
Third class .. .. .	12	18	0
Tack welder .. .. .	13	0	0
Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines .. .. .	13	2	0
Paint spray operator .. .. .	12	18	0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames .. .. .	12	19	6
Scroll maker .. .. .	12	19	6
Tubular frame maker .. .. .	13	2	0
Person engaged in erecting woven wire fence or tubular gates .. .. .	13	2	0
Stump hand .. .. .	12	15	6
All other adult employees .. .. .	11	17	0

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 25s. 6d. per week for the first six weeks of such employment in the industry.

#### LEADING HANDS.

3. Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

#### APPRENTICESHIP.

4. The Board has determined that no apprentice shall be taken in the trade.

## UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be :—

	Percentage of Basic Wage.	Additional	Wages per
		Amount.	Week of 40 Hours.
		<i>s. d.</i>	<i>£ s. d.</i>
Under 16 years of age	24	2 0	2 18 0
16 years of age	34	3 0	4 2 6
17 years of age	46	4 0	5 11 6
18 years of age	58	5 0	7 0 6
19 years of age	73	6 0	8 17 0
20 years of age	88	7 0	10 13 0

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age, and in addition thereto the further additional loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 18 years, using electric arc or oxy-acetylene blow pipe.

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



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1146]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
1st day of December, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 237 of the 12th April, 1954, shall be replaced by the following clauses:—

#### WAGES.

2.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Offices at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
MALES.	£ s. d.	£ s. d.	£ s. d.
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
1. Brass finisher, tradesman .. .. .	14 6 0	14 12 6	14 3 0
2. Die maker (see classification number 23)			
3. Die setter—			
When working on "try-outs" .. .. .	14 6 0	14 12 6	14 3 0
Other .. .. .	14 0 6	14 7 0	13 17 6
4. Die tester and/or adjuster (making necessary adjustments before banding to manufacturing shop)	14 10 6	14 17 0	14 7 6
5. Fitter and/or turner, tradesman .. .. .	14 6 0	14 12 6	14 3 0
6. Jigmaker, in wood or metal .. .. .	14 6 0	14 12 6	14 3 0
7. Machinist (metal) first class .. .. .	14 6 0	14 12 6	14 3 0
8. Machinist (metal) second class .. .. .	13 11 0	13 17 6	13 8 0
9. Machinist (metal) third class .. .. .	13 2 0	13 8 6	12 19 0
10. Machinist (wood) (see classification number 31)			
11. Machine setter, as defined .. .. .	14 6 0	14 12 6	14 3 0
12. Marker-off (see classification number 25)			
13. Motor body developer .. .. .	15 7 6	15 14 0	15 4 6
14. Motor mechanic .. .. .	14 6 0	14 12 6	14 3 0
15. Panel worker, tradesman .. .. .	14 6 0	14 12 6	14 3 0
16. Pattern maker .. .. .	14 19 0	15 5 6	14 16 0

WAGES—continued.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warramboul Post Office; 5 Miles of Chief Post Office at Mildura and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES—continued.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
17. Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that— (a) such tradesman shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of .. .. .	14 10 6	14 17 0	14 7 6
18. Pipe fitter— (a) on high pressure work (i.e., live steam or hydraulic press work) .. .. . (b) on low pressure work .. .. .	14 6 0 13 11 0	14 12 6 13 17 6	14 3 0 13 8 0
19. Saw doctor .. .. .	14 10 6	14 17 0	14 7 6
20. Smith, tradesman .. .. .	14 7 6	14 14 0	14 4 6
21. Template maker .. .. .	14 12 0	14 18 6	14 9 0
22. Tooling smith .. .. .	14 9 0	14 15 6	14 6 0
23. Tool maker, tool hardener, and diemaker .. .. .	14 19 0	15 5 6	14 16 0
24. Tradesman's assistant .. .. .	12 17 0	13 3 6	12 14 0
25. Tradesman, the greater part of whose time is occupied marking off .. .. .	14 10 6	14 17 0	14 7 6
26. Trimmer, tradesman (on development work) .. .. .	14 6 0	14 12 6	14 3 0
27. Trouble chaser .. .. .	15 3 0	15 9 6	15 0 0
28. Turner (see classification number 5)			
29. Welder, tradesman .. .. .	14 10 6	14 17 0	14 7 6
30. Welder, other .. .. .	13 3 0	13 9 6	13 0 0
31. Wood machinist, first class .. .. .	14 0 6	14 7 0	13 17 6
<i>Production Repair and Reconditioning.</i>			
32. Acid washer (see classification number 110)			
33. Air hammer operator .. .. .	13 13 0	13 19 6	13 10 0
34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	13 2 0	13 8 6	12 19 0
35. Angle iron smith and/or boiler smith .. .. .	14 10 6	14 17 0	14 7 6
36. Annealer and/or case hardener .. .. .	13 16 6	14 3 0	13 13 6
37. Assembler (aero engine) .. .. .	14 6 0	14 12 6	14 3 0
38. Assembler and/or wriener, chassis .. .. .	13 9 0	13 15 6	13 6 0
39. Assembler and/or wriener, tractor .. .. .	13 9 0	13 15 6	13 6 0
40. Assembler, cushion and squab spring .. .. .	13 3 0	13 9 6	13 0 0
41. Assembler, engine (final) .. .. .	13 9 0	13 15 6	13 6 0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) .. .. .	13 13 0	13 19 6	13 10 0
43. Assembler of bodies or parts of bodies "on the line" .. .. .	14 0 6	14 7 0	13 17 6
44. Assembler of chassis parts independently of main assembly .. .. .	13 9 0	13 15 6	13 6 0
45. Assembler, windscreen frame .. .. .	13 3 0	13 9 6	13 0 0
46. Axle maker .. .. .	14 6 0	14 12 6	14 3 0
47. Axle turner .. .. .	14 6 0	14 12 6	14 3 0
48. Band and/or jig sawyer, trim .. .. .	13 13 0	13 19 6	13 10 0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	13 16 0	14 2 6	13 13 0
50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work other than as prescribed in the definition of "garnish mould finisher" .. .. .	13 2 0	13 8 6	12 19 0
51. Body maker, first class .. .. .	14 6 0	14 12 6	14 3 0
52. Body maker, second class .. .. .	14 0 6	14 7 0	13 17 6
53. Body moulder .. .. .	13 6 0	13 12 6	13 3 0
54. Bulldozer operator— (a) setting up machine .. .. . (b) not setting up machine .. .. .	13 11 6 13 2 0	13 18 0 13 8 6	13 8 6 12 19 0
55. Chassis assembler (see classification number 38)			
56. Checker (chassis assembly) .. .. .	13 17 0	14 3 6	13 14 0
57. Cold setter .. .. .	13 8 0	13 14 6	13 5 0
58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77)			
59. Cushion maker (see classification number 151)			
60. Cushion spring maker (by hand) .. .. .	14 0 6	14 7 0	13 17 6
61. Cutter, electric machine (trim) (see classification number 74)			
62. Degreaser at liquid or vapor bath .. .. .	12 17 0	13 3 6	12 14 0
63. Dent knocker (see classification number 115)			
64. Die setter, press .. .. .	14 0 6	14 17 0	13 17 6
65. Dipper and hanger (paint) .. .. .	12 16 0	13 2 6	12 13 0
66. Dipper, solder or tin .. .. .	13 2 0	13 8 6	12 19 0
67. Dismantler .. .. .	13 9 0	13 15 6	13 6 0
68. Disassembler and re-assembler .. .. .	13 2 0	13 8 6	12 19 0
69. Drier .. .. .	12 18 0	13 4 6	12 15 0



WAGES—continued.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES—continued.</b>			
<i>Production Repair and Reconditioning—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
70. Driller (panel) .. .. .	13 0 0	13 6 6	12 17 0
71. Driller (other) .. .. .	13 2 0	13 8 6	12 19 0
72. Drop hammer stamper .. .. .	12 18 0	13 4 6	12 15 0
73. Edge turner (see classification number 112)			
74. Electric machine cutter (trim) .. .. .	13 13 0	13 19 6	13 10 0
75. Electric stove attendant (see classification number 153)			
76. Folding machine operator .. .. .	13 3 0	13 9 6	13 0 0
77. Frame operative (cushion and squab) .. .. .	13 3 0	13 9 6	13 0 0
78. Furnace man .. .. .	13 3 0	13 9 6	13 0 0
79. Furnace man (foundry)—			
(a) cupola .. .. .	13 11 0	13 17 6	13 8 0
(b) electric .. .. .	13 10 0	13 16 6	13 7 0
(c) other .. .. .	13 8 0	13 14 6	13 5 0
80. Garnish mould finisher .. .. .	13 13 0	13 19 6	13 10 0
81. Garnish mould bender and/or shaper (see classification number 50)			
82. Grainer, transfer (see classification number 162)			
83. Grinder and/or buffer (metal) .. .. .	13 2 0	13 8 6	12 19 0
84. Grinder and/or buffer (metal) using portable machine .. .. .	13 7 0	13 13 6	13 4 0
85. Guillotine machinist .. .. .	13 3 0	13 9 6	13 0 0
86. Hammer driver, steam, pneumatic or other power .. .. .	12 19 0	13 5 6	12 16 0
87. Hanger, paint (see classification number 65)			
88. Heat treater .. .. .	14 10 6	14 17 0	14 7 6
89. *Holder-up .. .. .	12 19 0	13 5 6	12 16 0
90. Kiln attendant (see classification number 157)			
91. Labourer assisting (Plating Department) .. .. .	12 12 0	12 18 6	12 9 0
92. Labourer assisting (Chassis Assembly) .. .. .	12 12 0	12 18 6	12 9 0
93. Liner .. .. .	14 0 6	14 7 0	13 17 6
94. Machinist (metal) first class .. .. .	14 8 0	14 12 6	14 3 0
95. Machinist (metal) second class .. .. .	13 11 0	13 17 6	13 8 0
96. Machinist (metal) third class .. .. .	13 2 0	13 8 6	12 19 0
97. Machinist (wood) (see classification numbers 179 180)			
98. Machine setter, as defined .. .. .	14 6 0	14 12 6	14 3 0
99. Machine setter, other .. .. .	13 11 6	13 18 0	13 8 6
100. Marker-out or scriber (using patterns or templates) .. .. .	13 2 0	13 8 6	12 19 0
101. Metal band sawyer (see classification number 49)			
102. Motor mechanic .. .. .	14 6 0	14 12 6	14 3 0
103. Motor tuner and tester .. .. .	14 6 0	14 12 6	14 3 0
104. Nickel polisher and/or grinder .. .. .	13 4 0	13 10 6	13 1 0
105. Painter, coach (brush) .. .. .	14 0 6	14 7 0	13 17 6
106. Painter, spray (on coats other than priming) .. .. .	14 0 6	14 7 0	13 17 0
107. Painter, spray and/or brush (on prime coats) .. .. .	13 11 0	13 17 6	13 8 0
108. Painter, brush and/or spray (on floors, chassis, under-carriages and gear) .. .. .	12 19 6	13 6 0	12 16 6
109. Painter's labourer .. .. .	12 14 0	13 0 6	12 11 0
110. Painter's wet rubber and/or polisher and/or acid washer .. .. .	13 11 0	13 17 6	13 8 0
111. Panel beater .. .. .	14 6 0	14 12 6	14 3 0
112. Panel edge turner .. .. .	13 13 0	13 19 6	13 10 0
113. Panel fixer, metal .. .. .	13 3 0	13 9 6	13 0 0
114. Panel machinist (other) .. .. .	13 2 0	13 8 6	12 19 0
115. Panel worker, dent knocker and/or metal finisher .. .. .	14 0 6	14 7 0	13 17 6
116. Paster trim .. .. .	13 4 0	13 10 6	13 1 0
117. Pickler .. .. .	13 2 0	13 8 6	12 19 0
118. Pleat stuffer .. .. .	13 2 0	13 8 6	12 19 0
119. Polisher, nickel (see classification number 104)			
120. Polisher, paint (see classification number 110)			
121. Power hammer driver (see classification number 86)			
122. Press operator (over 400 tons pressure) .. .. .	13 16 0	14 2 6	13 13 0
123. Press operator (over 250 tons pressure and up to and including 400 tons pressure) .. .. .	13 12 0	13 18 6	13 9 0
124. Press operator's assistant, directly assisting at press .. .. .	12 16 0	13 2 6	12 13 0
125. Press operator (light) .. .. .	13 1 0	13 7 6	12 18 0
126. Process worker .. .. .	12 16 0	13 2 6	12 13 0
127. Riveter (on motor truck or waggon body) .. .. .	14 0 6	14 7 0	13 17 6
128. Riveter, chassis .. .. .	13 6 0	13 12 6	13 3 0
129. Riveter, other (up to and including ½ in. rivet) .. .. .	13 3 0	13 9 6	13 0 0
130. *Rivet heater .. .. .	12 19 0	13 5 6	12 16 0
131. Rotary buff operator—			
(a) while doing dent knocking .. .. .	14 0 6	14 7 0	13 17 6
(b) while not doing dent knocking (on the line) .. .. .	13 13 0	13 19 6	13 10 0
132. Rotary shearing machinist .. .. .	13 11 0	13 17 6	13 8 0
133. Sand blast operator (see classification number 140)			
134. Sand paper and emery machinist (wood work) .. .. .	13 3 0	13 9 6	13 0 0
135. Screwer and/or tapper .. .. .	13 2 0	13 8 6	12 19 0
136. Scriber (see classification number 100)			
137. Sectional trimmer (see classification numbers 163, 164)			
138. Setter-up machine (see classification numbers 98, 99)			
139. Sewing machinist .. .. .	13 8 0	13 14 6	13 5 0
140. Shot and/or sand blast operator (where adequately protected)	13 2 0	13 8 6	12 19 0

WAGES—continued.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES—continued.</b>			
<i>Production Repair and Reconditioning—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
141. Smith (coachsmith, wheelwright smith, drophammer smith, spring smith or general smith) .. .. .	14 7 6	14 14 0	14 4 6
142. Solderer "on the line," or solder loader and/or wiper using torch .. .. .	14 0 6	14 7 0	13 17 6
143. Solderer, other .. .. .	13 13 0	13 19 6	13 10 0
144. Spoke nave and fellow machinist .. .. .	13 14 0	14 0 6	13 11 0
145. Spotter and/or toucher-up .. .. .	14 0 6	14 7 0	13 17 6
146. Spray painter (see classification numbers 106, 107, 108) .. .. .			
147. Spring coiling machinist, cushion and squab—			
(a) who is required to set up his own machine .. .. .	13 6 0	13 12 6	13 3 0
(b) other .. .. .	12 17 0	13 3 6	12 14 0
148. Spring fitter .. .. .	14 6 0	14 12 6	14 3 0
149. Spring maker, spiral (by hand) .. .. .	13 11 6	13 18 0	13 8 6
150. Spring service worker .. .. .	13 5 0	13 11 6	13 2 0
151. Squab and/or cushion maker .. .. .	14 0 6	14 7 0	13 17 6
152. Stopper-up .. .. .	13 6 0	13 12 6	13 3 0
153. Stove attendant, electric .. .. .	13 3 0	13 9 6	13 0 0
154. Striker .. .. .	12 17 0	13 3 6	12 14 0
155. Tapper (see classification number 135) .. .. .			
156. Tester .. .. .	13 2 0	13 8 6	12 19 0
157. Timber kiln attendant .. .. .	13 1 0	13 7 6	12 18 0
158. Timber orderman .. .. .	13 7 6	13 14 0	13 4 6
159. Timber stacker .. .. .	12 18 0	13 4 6	12 15 0
160. Tool hardener .. .. .	14 19 0	15 5 6	14 16 0
161. Toucher-up (see classification number 145) .. .. .			
162. Transfer grainer .. .. .	13 5 0	13 11 6	13 2 0
163. Trimmer, sectional (when working on bodies) .. .. .	14 0 6	14 7 0	13 17 6
164. Trimmer, sectional (when not working on bodies) .. .. .	13 11 0	13 17 6	13 8 0
165. Trimmer, tradesman (including cutter by hand) .. .. .	14 0 6	14 7 0	13 17 6
166. Trouble chaser .. .. .	15 3 0	15 9 6	16 0 0
167. Tyre fitter (see classification number 44) .. .. .			
168. Vyceman .. .. .	13 5 0	13 11 6	13 2 0
169. *Waggon repairer, first class (railway rolling stock) .. .. .	14 6 0	14 12 6	14 3 0
170. *Waggon repairer, second class (railway rolling stock) .. .. .	14 0 6	14 7 0	13 17 6
171. Washer using phenyl, petrol, kerosene, etc. .. .. .	12 17 0	13 3 6	12 14 0
172. Welder—"A" Grade .. .. .	14 10 6	14 17 0	14 7 6
173. Welder—"B" Grade .. .. .	14 2 0	14 8 6	13 19 0
174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch .. .. .	14 0 6	14 7 0	13 17 6
175. Welder—electric spot and butt, including portable and gymbal gear .. .. .	13 3 0	13 9 6	13 0 0
176. Wet rubber and/or polisher (paint) see classification number 110) .. .. .			
177. Wheelwright and wheelmaker .. .. .	14 6 0	14 12 6	14 3 0
178. Windscreen frame assembler (see classification number 45) .. .. .			
179. Wood machinist, first class .. .. .	14 0 6	14 7 0	13 17 6
180. Wood machinist, second class .. .. .	13 11 0	13 17 6	13 8 0
181. *Wheel turner .. .. .	14 6 0	14 12 6	14 3 0
<i>Miscellaneous (Wherever Employed).</i>			
182. Acetylene generator operator in charge of installation .. .. .	13 11 0	13 17 6	13 8 0
183. Convenience attendant .. .. .	12 14 0	13 0 6	12 11 0
184. Dogman .. .. .	12 19 0	13 5 6	12 16 0
185. Driver whose work is confined to plant area—			
(a) Driver of fork lift truck, when required to stack or unstack .. .. .	13 12 0	13 18 6	13 9 0
(b) Driver of tractor with or without trailers .. .. .	13 9 0	13 15 6	13 16 0
(c) Driver of other motor vehicle with or without trailers .. .. .	13 5 6	13 12 0	13 2 6
(d) Operator of transtacker or transporter .. .. .	12 16 0	13 2 6	12 13 0
186. Driver of chassis and/or new vehicle .. .. .	13 0 0	13 6 6	12 17 0
187. Garage attendant .. .. .	12 17 0	13 3 6	12 14 0
188. Greaser and/or oiler .. .. .	12 17 0	13 3 6	12 14 0
189. Greaser and/or oiler (who repairs belts) .. .. .	13 2 0	13 8 6	12 19 0
190. Jack hammer operator .. .. .	13 3 0	13 9 6	13 0 0
191. Labourer not elsewhere provided for .. .. .	11 17 0	12 3 6	11 14 0
192. Material chaser or stock follow up .. .. .	13 7 0	13 13 6	13 4 0
193. Rigger .. .. .	13 8 0	13 14 6	13 5 0
194. Slinger .. .. .	13 6 6	13 13 0	13 3 6
195. Stock or material handler .. .. .	12 12 6	12 19 0	12 9 6

Note.—(i) Classifications marked thus \* apply only in the manufacture and/ or repair of railway rolling stock.  
(ii) Where in the Production Repair and/or Reconditioning section of this clause no rate is fixed for a particular class of work but there is a rate fixed for that class of work in either of the other sections of this clause, the rate to be paid to an employee performing that class of work in connexion with the manufacture and/or repair of railway cars and/or waggons shall be that prescribed in either of the other relevant sections of this clause.  
(iii) For the purposes of this Determination "a driver whose work is confined to plant area" shall include an employee driving vehicles between plants of an employer or between different buildings or areas of an employer's establishment, which plants, buildings or areas are not more than a quarter of a mile apart in a direct line.

## FEMALE WORKERS.

## ADULT FEMALES.

## 3. (a) Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
Adult females .. .. .	75	8 15 6	9 0 6	8 13 0

In addition to the wage prescribed any adult female employee, after one month's experience in any of the industries or sections thereof to which this Determination applies, shall be paid as under:—

When employed in a classification for which the corresponding margin set out in clause 35 of this Determination—

(i) does not exceed 28s. per week—16s. per week.

(ii) exceeds 28s. per week but does not exceed 40s. per week—75 per centum of such margin.

## JUNIOR FEMALES.

## (b) Wages per Week of 40 Hours.

	Percentage of Basic Wage for Adult Females.	Additional Amount.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per week.	£ s. d.	£ s. d.	£ s. d.
		s. d.			
17 years of age and under ..	52	3 6	4 15 0	4 17 6	4 13 6
18 years of age .. .. .	62	4 0	5 13 0	5 16 0	5 11 6
19 years of age .. .. .	72	4 6	6 11 0	6 14 6	6 9 0
20 years of age .. .. .	82	5 0	7 9 0	7 13 0	7 7 0

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

## MALE JUNIOR WORKERS.

4. (a) Subject to clause 5 of this Determination unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Percentage of Basic Wage for Adult Males.	Additional Amount.	Wages per Week of 40 Hours.		
			Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
		Per week.	£ s. d.	£ s. d.	£ s. d.
		s. d.			
Under 16 years of age ..	24	2 0	2 18 0	2 19 6	2 17 6
16 years of age .. .. .	34	3 0	4 2 6	4 5 0	4 1 6
17 years of age .. .. .	46	4 0	5 11 6	5 14 6	5 10 6
18 years of age .. .. .	58	5 0	7 0 6	7 4 6	6 19 0
19 years of age .. .. .	73	6 0	8 17 0	9 1 6	8 14 6
20 years of age .. .. .	88	7 0	10 13 0	10 18 6	10 10 6

Provided that the rate payable to any employee shall not be less than 20s. per week.

Each total rate shall be calculated to the nearest 6d., any part of 6d. in the result which does not exceed 3d. to be disregarded.

(c) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(d) Employees whom the employer has reasonable grounds for supposing are under the age of 21 years shall, if required, furnish proof of age by means of a birth certificate or statutory declaration by parent or guardian, upon which the employer shall be entitled to rely.

(e) Except as to the employment of apprentices to motor mechanics the proportion of male juniors who may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three adults employed in the shop or factory.

*Prohibited Occupations.*

(f) Junior employees shall not be employed—

- (i) If under the age of 16 years—on oil or gas burners or fires used for heating of small articles, or using electric arc or oxy acetylene blow pipe; or
- (ii) If under 18 years of age—die setting on power presses; as furnacemen or assistant furnacemen; or as operators of power driven guillotines.

**APPRENTICES.**

*Apprenticeship Trades.*

5. (a) Minors, other than indentured apprentices, shall not be employed in the following occupations:—

- (i) Bodymaker (first class) and/or wheelmaker and wheelwright in wood and/or metal and or substitutes.
- (ii) Fitter and/or turner.
- (iii) Metal machinist (first class).
- (iv) Motor mechanic (as defined).
- (v) Painter (i.e., tradesman who mixes, matches, an applies paint).
- (vi) Patternmaker.
- (vii) Saw Doctor.
- (viii) Smith, including coachsmith, spring maker and spring fitter, wheelwright smith and general smith.
- (ix) Tradesman panel worker and panel beater.
- (x) Trimmer, development and/or repair work.
- (xi) Trimmer tradesman on production.
- (xii) Welder (tradesman).
- (xiii) Wood machinist (first class).

*Contract of Apprenticeship.*

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprenticeship is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or to be instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Proportion.*

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three—tradesmen in each section of the industry, except that in the case of motor mechanics the proportions shall be one apprentice to two mechanics.

The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who, for a period not exceeding two years, is taking practical training in a workshop in continuance of a course of training for professional work, shall not be taken into account in calculating the proportion of apprentices to journeymen.

*Period of Apprenticeship.*

(d) The periods of apprenticeship shall be as follows:—

- If the apprentice when article is under the age of 17 years . . . . . 5 years
- If over the age of 17 years . . . . . 4 years or 5 years at the option of the contracting parties.

Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of period of apprenticeship.

*Instruction in Welding.*

(e) The training of apprentices to smithing, fitting and/or turning, or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body-making shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

(f) *Wages.*

	Percentage of Basic Wage for Adult Males.	Wages per Week of 40 Hours.		
		Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>Five Year Term.</i>				
First year .. .. .	32	3 15 0	3 17 0	3 14 0
Second year .. .. .	43	5 0 6	5 3 6	4 19 6
Third year .. .. .	54	6 6 6	6 10 0	6 4 6
Fourth year .. .. .	83	9 14 0	9 19 6	9 11 6
Fifth year .. .. .	100 + 6s.	12 0 0	12 6 6	11 17 0
<i>Four Year Term.</i>				
First year .. .. .	34	3 19 6	4 2 0	3 18 6
Second year .. .. .	54	6 6 6	6 10 0	6 4 6
Third year .. .. .	83	9 14 0	9 19 6	9 11 6
Fourth year .. .. .	100 + 6s.	12 0 0	12 6 6	11 17 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body making first-class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

Apprentices to panel working and panel beating shall be supplied by their employers at the end of each year of their apprenticeship with an order for a sum equivalent to 1s. 3d. per week, as a tool allowance.

An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Sick Leave, Public Holidays and Annual Leave.*

(g) Apprentices shall be entitled to sick leave, public holidays and annual leave as prescribed by clauses 8, 13, and 14 of this Determination.

*Hours.*

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

*Overtime and Shift Work.*

(i) Where practicable, no apprentice under the age of 18 years shall be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute or regulation applicable to him.

*Payment by Results.*

(j) No apprentice shall work under any system of payment by results.

*Adult Apprentices.*

(k) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour serve as an apprentice until he reaches the age of 23 years.

*Lost Time.*

(l) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may, for every day short of the said number of working days and for every day of such absence, be required by his employer to serve one day, in which case the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served, provided that in calculating the extra time to be so served, the apprentice shall be credited with time which he has worked during the relevant years in excess of his ordinary hours.

*Prohibition of Premiums.*

(m) No employer shall 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.

*Attendance at Technical Schools.*

(n) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1147]

TUESDAY, DECEMBER 7.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF THE FIRE-FIGHTERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than Fire Brigade Officers, Special Service Firemen, and other than persons subject to the Determination of any Wages Board heretofore appointed) employed as Permanent Firemen, or (within the Metropolitan Fire District constituted by the *Fire Brigades Act 1923*) as partially-paid firemen engaged in—

- (a) the prevention or suppression of fires;
- (b) the protection or salvage of persons, property, or goods,"

has made the following Determination, viz. :—

A. That as from the 8th October, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES PER WEEK.

B. 1. (a) Permanent Firemen within the Metropolitan Fire District constituted by the *Fire Brigades Act 1923*.

Classification.	Margin.	Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	
1st year's experience—4th class Fireman (on probation) .. .. .	20 0	41 5	<p>The total weekly wage for each classification shall consist of a basic wage of £8 10s. plus the appropriate margin and loading proscribed for such classification, adjustments to such basic wage shall be made quarterly from the beginning of the first pay period to commence in a November, a February, a May, or an August, in each year according to the variations from time to time in the retail price index figures issued by the Commonwealth Statistician.</p> <p>The basic wage referred to consists of an original basic wage of 87s. plus variations of 26s. made by the Full Arbitration Court, plus cost of living increases which have occurred.</p>
2nd year's experience—3rd class Fireman .. .. .	25 0	42 2	
3rd year's experience—2nd class Fireman .. .. .	30 0	43 0	
4th year's experience—1st class Fireman .. .. .	35 0	43 9	
"B" .. .. .	35 0	43 9	
5th year's experience—1st class Fireman .. .. .	40 0	44 5	
"A" .. .. .	40 0	44 5	
Senior Fireman, qualifying by examination or in the 10th year of service and thereafter .. .. .	50 0	46 0	

(b) Partially-paid Firemen within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*.

	<i>£</i>	<i>s.</i>	<i>d.</i>
Partially-paid Fireman .. .. .	1	10	0
Senior Partially-paid Fireman .. .. .	1	15	0

(The amounts herein prescribed include allowances for station duties and false alarms.)

## (c) Permanent Firemen outside the said Metropolitan Fire District.

Classification.	Margin.	Loading.	Total Wage.
	<i>s.</i>	<i>d.</i>	
1st year's experience—(on probation) ..	20	0	The total weekly wage for each classification shall consist of a basic wage of £8 7s. plus the appropriate margin and loading prescribed for such classification, adjustments to such basic wage shall be made quarterly from the beginning of the first pay period to commence in a November, a February, a May, or an August, in each year according to the variations from time to time in the retail price index figures issued by the Commonwealth Statistician.
2nd year's experience .. .. .	25	0	
3rd year's experience .. .. .	30	0	
4th year's experience—"B" .. .. .	35	0	
5th year's experience—"A" .. .. .	40	0	
Senior Fireman, qualifying by examination or in the 10th year of service and thereafter .. .. .	50	0	
		<i>s.</i>	<i>d.</i>
		40	11
		41	8
		42	5
		43	2
		43	11
		45	5

## (d) The loading prescribed above consists of the following :—

- (i) Premium for being required to work a continuous duty system ;
- (ii) Premium for week-end work (Saturday and Sunday) ; and
- (iii) A war loading of 3s.

**EXTRA RATES.**2. (a) Within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*.

## (i) Permanent Firemen :—

A licensed Brigade Driver shall receive an allowance of 6d. a shift, without deduction during any paid period of leave and if detailed, rostered, or required to drive on such shift shall receive an additional 6d.

A fireman or senior fireman being senior man in the absence of an Officer on a rostered shift, excepting when such Officer is answering a call from his duty station, shall be paid 1s. per hour whilst so employed. In computing the amount payable under this clause calculations shall be made to the nearest hour.

## (ii) Partially-paid Firemen—

Fire duty shall be paid for as follows :—

Partially-paid Firemen 5s. for the first hour or part thereof, and thereafter 2s. 6d. per hour or part thereof ;  
Senior Partially-paid Fireman 6s. for the first hour or part thereof, and thereafter 3s. per hour or part thereof.

Theatre duty shall be paid for at 15s. per performance, plus fares if the theatre is situated more than one mile from the Fireman's home station.

For attendance at a weekly drill of one hour an allowance of 5s. per drill shall be paid to Partially-paid Firemen and 6s. to Senior Partially-paid Firemen.

A Partially-paid Fireman relieving a Permanent Fireman who is required to go on out duty shall receive an additional 2s. per hour whilst so required to relieve.

Watching Duty after fires shall be paid for at the rate of 2s. per hour or part thereof, including travelling time.

## (b) Outside the said Metropolitan Fire District.

A Permanent Fireman for whom the Employing Authority pays a motor-driving licence fee shall receive an additional 6d. for each shift without deduction during any paid period of leave for which he is rostered for duty.

A fireman or senior fireman being senior man in the absence of an Officer on a rostered shift, excepting when such officer is answering a call from his duty station, shall be paid 1s. per hour whilst employed. In computing the amount payable under this clause calculations shall be made to the nearest hour.

At a station where a Permanent Officer is not normally on duty the Senior Permanent Fireman on duty shall receive an additional allowance of 3s. for the shift if :—

- (i) a Part-time Officer does not turn out in response to a call ;
- (ii) a Part-time Officer is not available within the Fire District for consultation during a shift.

**HOURS OF WORK.**

3. (a) The ordinary hours for a week's work for a Permanent Fireman shall be 40, to be worked with consecutive shifts of men throughout each of seven consecutive days without interruption in shifts of 8 hours each, and an employee concerned shall be entitled to at least 48 hours' notice of a rostered shift.

## (b) The ordinary hours of such shift workers shall not exceed—

- (i) 8 on any one day ;
- (ii) 48 in any one week ;
- (iii) 88 in 14 consecutive days ;
- (iv) 160 in 28 consecutive days.

(c) A Partially-paid Fireman shall hold himself in readiness for such hours as may be required from time to time by the Employing Authority.



ROSTER OF HOURS.

4. (a) The roster of hours for a Permanent Fireman shall as from 7 a.m. on the 27th April, 1951, be as follows :—  
 (i) Within the Metropolitan Fire District

Forty-hour Week—First Cycle.

Shift.	No.	1.							2.							3.							4.							
		Fri.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	
A	1	Z	D	A	A	N	N	...	...	D	D	A	A	Z	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A
	2	D	Z	A	A	N	N	...	...	D	D	A	A	Z	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A
	3	D	D	A	Z	N	N	...	...	Z	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	
	4	D	D	A	A	Z	N	...	...	D	Z	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	
	5	D	D	A	A	N	Z	...	...	D	D	Z	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	
B	1	A	A	N	N	...	...	D	D	A	A	N	N	...	...	Z	D	A	A	N	N	...	...	D	D	A	Z	N	N	
	2	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	Z	A	A	N	N	...	...	D	D	A	A	Z	N	
	3	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	Z	N	N	...	...	Z	D	A	A	N	N	
	4	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	Z	N	...	...	D	Z	A	A	N	N	
	5	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	Z	...	...	D	D	Z	A	N	N	
C	1	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	
	2	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	
	3	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	
	4	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	
	5	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	
D	1	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	
	2	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	
	3	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	
	4	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	
	5	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	A	A	N	N	...	...	D	D	

Z = Relief. Shifts.—D = 7 a.m. to 3 p.m.  
 A = 3 p.m. to 11 p.m.  
 N = 11 p.m. to 7 a.m.

Forty-hour Week—Second Cycle.

Shift.	No.	5.							6.							7.							8.						
		Fr.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fr.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fr.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fr.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.
A	1	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..
	2	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..
	3	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..
	4	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..
	5	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..
B	1	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D
	2	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D
	3	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D
	4	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D
	5	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D
C	1	Z D	D	A	A	N	N	..	..	D	D	A	Z A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A
	2	D Z	D	A	A	N	N	..	..	D	D	A	A	Z N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	
	3	D	D	A	Z A	N	N	..	..	Z D	D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A
	4	D	D	A	A	Z N	..	..	D	Z D	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	
	5	D	D	A	A	N	Z N	..	..	D	D	Z A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A
D	1	A	A	N	N	..	..	D	D	A	A	N	N	..	..	Z D	D	A	A	N	N	..	..	D	D	A	Z A	N	N
	2	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	Z D	A	A	N	N	..	..	D	D	A	A	Z N	N
	3	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	Z A	N	N	..	..	Z D	D	A	A	N	N
	4	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	Z N	N	..	..	D	Z D	A	A	N	N
	5	A	A	N	N	..	..	D	D	A	A	N	N	..	..	D	D	A	A	N	Z N	..	..	D	D	Z A	A	N	N

Z = Relief. Shifts.—D = 7 a.m. to 3 p.m.  
 A = 3 p.m. to 11 p.m.  
 N = 11 p.m. to 7 a.m.

(ii) Elsewhere :—

	A.					B.					C.					D.				
	1.	2.	3.	4.	5.	1.	2.	3.	4.	5.	1.	2.	3.	4.	5.	1.	2.	3.	4.	5.
Friday ..	D	D	D	D	Z	N	N	N	N	N	A	A	A	A	A	..	..	..	..	..
Saturday ..	D	D	D	D	Z	N	N	N	N	N	A	A	A	A	A	..	..	..	..	..
Sunday ..	D	D	D	D	..	..	..	..	..	..	A	A	A	A	A	N	N	N	N	N
Monday ..	D	D	Z	D	D	..	..	..	..	..	A	A	A	A	A	N	N	N	N	N
Tuesday ..	D	Z	D	D	D	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Wednesday ..	Z	D	D	D	D	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Thursday ..	..	..	..	..	..	A	A	A	A	A	D	D	D	D	D	N	N	N	N	N
Friday ..	..	..	..	..	..	A	A	A	A	A	D	D	D	D	Z	N	N	N	N	N
Saturday ..	..	..	..	..	..	A	A	A	A	A	D	D	D	D	D	N	N	N	N	N
Sunday ..	..	..	..	..	..	N	N	N	N	N	A	A	A	A	A	D	D	D	D	D
Monday ..	..	..	..	..	..	N	N	N	N	N	A	A	A	A	A	D	D	Z	D	D
Tuesday ..	..	..	..	..	..	N	N	N	N	N	..	..	..	..	..	D	Z	D	D	D
Wednesday ..	..	..	..	..	..	N	N	N	N	N	..	..	..	..	..	Z	D	D	D	D
Thursday ..	..	..	..	..	..	N	N	N	N	N	D	D	D	D	D	..	..	..	..	..
Friday ..	..	..	..	..	..	N	N	N	N	N	D	D	D	D	Z	..	..	..	..	..
Saturday ..	..	..	..	..	..	N	N	N	N	N	D	D	D	D	D	..	..	..	..	..
Sunday ..	..	..	..	..	..	N	N	N	N	N	D	D	D	D	D	N	N	N	N	N
Monday ..	..	..	..	..	..	N	N	N	N	N	D	D	D	D	D	N	N	N	N	N
Tuesday ..	..	..	..	..	..	A	A	A	A	A	D	Z	D	D	D	N	N	N	N	N
Wednesday ..	..	..	..	..	..	A	A	A	A	A	Z	D	D	D	D	N	N	N	N	N
Thursday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Friday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Saturday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Sunday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Monday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Tuesday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Wednesday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Thursday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Friday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Saturday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Sunday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Monday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Tuesday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Wednesday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N
Thursday ..	..	..	..	..	..	A	A	A	A	A	..	..	..	..	..	N	N	N	N	N

The roster is for 21 firemen in 4 (four) Platoons shown A to D, inclusive, and each having firemen 1 to 5 with a Relief man designated "Z".

This roster provides five men available for each shift on every day.

Shifts for twenty men :—

- D. 7 a.m. to 3 p.m.
- A. 3 p.m. to 11 p.m.
- N. 11 p.m. to 7 a.m.

The Relief man "Z", works Day Shift on Friday, Saturday, Monday, Tuesday, and Wednesday.

*The roster is completed in 28 days.*

(b) The following general conditions shall apply :—

- (i) The roster may be varied for firemen on special duties and to provide that during the first year of service a fireman may be rostered for up to five consecutive day duties.
- (ii) The roster when once compiled shall not be departed from except to meet an emergency due to sickness or other unexpected or unavoidable cause. The roster may be departed from when a member of the band is requested by the Employing Authority provided that any time taken when off duty shall be made up as mutually arranged between the said Authority and the member concerned.
- (iii) In the event of an alarm requiring any station to stand by or turn out for a fire being received at the station during roll call the oncoming shift shall man the appliances, and if required, proceed to the fire, and the offgoing shift shall remain on duty if required until the other shift returns or until otherwise directed, when it shall be dismissed.
- (iv) If, when the oncoming shift reports at a station at the time prescribed for the change of shift, the other shift is proceeding to, or attending a fire or alarm, the oncoming shift, if so ordered, shall, after roll call, proceed to the fire; and the officer or senior member of the shift shall report the arrival of the shift to the Officer-in-charge of the fire without delay. The offgoing shift shall remain on duty at the fire until relieved. The Officer-in-charge at the fire may if in his judgment it is expedient, hold both the oncoming and offgoing shifts for duty at the fire. If the offgoing shift is not held at the fire or detailed at the fire for duty elsewhere, it shall report back to the station and remain available until the other shift returns or until otherwise directed, when it shall be dismissed.
- (v) In the event of one or more members of the oncoming shift being absent, an equal number of members in the shift on duty may be detained on duty until such time as he or they may be relieved. Nothing herein contained is to be deemed to sanction an unauthorized absence, or to relieve the absent member from a liability to be charged with being absent without leave and dealt with accordingly.
- (vi) Notwithstanding anything contained in this clause, in the case of fire, all firemen off duty shall be liable to be called upon to report for duty, and if called upon shall report for duty immediately.
- (vii) Subject to the provisions of this clause, every employee shall be dismissed punctually from his rostered shift.

OVERTIME.

5. All time worked by a Permanent Fireman in excess of the day's rostered shift shall be paid for at the rate of time and a half for the first four hours, and double time per hour thereafter, calculated to the nearest quarter of an hour.

Where overtime is worked for two hours or more before or after a rostered shift a meal allowance of 5s. shall be paid to each Permanent Fireman working the said overtime.

## MEAL BREAKS.

6. (a) One hour shall be allowed to employees for a meal break during each shift, and for this time employees shall be paid and shall remain on duty.

(b) An employee working overtime shall be allowed a crib time of twenty minutes without reduction of pay after each four hours of overtime worked if the employee continues to work after such crib time.

(c) In all cases, where reasonably practicable, refreshments shall be provided by the Employing Authority for firemen performing fire duty for continuous period of three hours or more.

(d) Facilities for preparing a hot drink shall be provided for all employees performing watching duty.

## EXPENSES.

7. (a) When a permanent fireman is ordered from one station to another and as a result it is reasonable for him to change his place of residence, the Employing Authority shall pay the expenses of removal reasonably incurred, except if the removal is ordered by way of punishment.

(b) When a permanent fireman is detailed for duty to a station other than his home station, he shall, except in the case of emergency, receive at least forty-eight hours' notice of such duty. During the period for which a fireman is so detailed he shall report to the duty station at the commencing time of each shift to which he is rostered and shall in addition to his wages be paid

(i) the appropriate fares between his place of residence and the duty station, and

(ii) a daily allowance equal to one hour's wages at overtime rate.

(c) When a permanent fireman, while on duty at his home station is required to perform duty at another station, he shall:—

(i) if returned to his home station during his duty shift be provided with reasonable transport, or the cost thereof, between his home station and the station at which he is required to perform duty, or

(ii) if he remains on duty at such other station until the end of his duty shift, he shall, in addition to his wages, be paid:—

(a) the appropriate single fare to his home station, and

(b) an allowance equal to one half-hour's (30 minutes) wages at overtime rates.

(d) When a permanent fireman is required to work in excess of one mile from his home station, he shall be entitled to reasonable transport, or the cost thereof, between his home station and the place where the work is to be performed, provided however that notwithstanding the foregoing a permanent fireman shall be entitled to transport to and from all fire duty, and reasonable transport from all watching duty.

(e) For the purposes of this clause reasonable transport means appropriate means of transport having regard to the state of the weather, the distance to be travelled and the availability of public transport, and shall not include a pedal cycle unless there is no form of public or brigade transport available.

(f) Where an employee is transferred from his home station to another station the Employing Authority shall indicate whether such transfer is permanent or temporary. If the transfer does not extend beyond a period equal to eight weeks such employee shall be paid all fares necessarily incurred by him in excess of those ordinarily incurred between his residence and his home station.

(g) All fares to be incurred by any employee, which are to be provided by the Employing Authority pursuant to this Determination, shall be so provided in advance of travelling.

## AMENITIES.

8. A dining room shall be provided at each station and shall contain washing facilities, and a stove or similar article for heating food.

A food cupboard shall be provided in the dining room.

At least one hot shower shall be installed in each station and shall be available at all times to firemen.

## ANNUAL LEAVE.

9. (a) A Permanent Fireman shall be entitled to 28 days' annual leave, to be taken within the scope of a rostered month, every eleven months.

(b) A Partially-paid Fireman shall be entitled to a fortnight's leave annually without deduction of the appropriate ordinary wage prescribed in clause 1 of this Part, plus the extra rate prescribed for attendance at a weekly drill prescribed in clause 2.

(c) Where an employee leaves his employment before the completion of a full qualifying period for annual leave in any year of service, he shall be entitled to pro rata payment in lieu of annual leave for such broken period of service calculated on the basis of 1/11th of the ordinary wage payments received by him during such period.

## SICK OR ACCIDENT PAY.

10. (a) A permanent fireman absent from his work on account of personal illness or on account of injury by accident shall be entitled to leave of absence without deduction of pay subject to the following conditions and limitations:—

(i) He shall at the commencement of such absence inform the Employing Authority of his inability to attend for duty and, as far as practicable, state the nature of his injury or illness and the estimated duration of his absence.

(ii) He shall prove to the reasonable satisfaction of the Employing Authority that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed, but he shall not be entitled at any one time to receive more than sixteen hours' sick leave without a medical certificate if such be required by the Employing Authority.

(iii) He shall not be entitled in any one year to paid sick leave in excess of 80 hours of duty time.

(iv) Notwithstanding anything contained in this clause the Employing Authority may grant such additional sick leave on full or reduced pay as it may think fit.

(b) (i) Sick leave which shall be available to permanent firemen on the first day of January of each year, shall accumulate from year to year so that, save as herein provided, any balance of the period specified in sub-clause (a) (iii) of this clause which has in any years not been allowed to a permanent fireman by the Employing Authority as paid sick leave and/or any period of sick leave due to him under a previous determination may be claimed by him and subject to conditions hereinbefore prescribed shall be allowed by that authority in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this clause shall at no time exceed in total equivalent of 26 duty weeks.

(ii) A permanent fireman who has joined or joins the brigade after the 1st January, 1951, shall on his admission be credited with 80 hours' sick leave, but such fireman shall on the 1st January, next after his appointment be credited only with that proportion of the balance of the sick leave credited on appointment which has not been allowed as paid sick leave which the period of his service in the year of joining bears to the whole of that year.

(iii) For the purposes of this clause "year" shall mean a calendar year and calculations shall be made to the nearest hour.

(iv) A permanent fireman absent from his work on account of any injury by accident arising out of or in the course of his employment shall be entitled to leave of absence for any period not exceeding six months in respect to which he is entitled to Workers' Compensation without diminution of the sick leave to which he may be entitled pursuant to the foregoing sub-clause and he shall be paid the difference between his normal wage and such compensation.

## CLEANING MATERIAL.

11. The Employing Authority shall provide at each station an adequate supply of cleaning materials necessary for use by employees in the keeping clean of their uniforms.

## TIME FOR A SHOWER AND CHANGE.

12. When an employee is engaged on any duty, which entails a shower and change of clothes, fifteen minutes shall be allowed for such purpose.

## FACILITIES FOR DRYING CLOTHES.

13. Facilities for drying clothes which an employee has used in connexion with his duties shall be provided at each station, such facilities shall provide cover to prevent soiling of uniforms by dust or ash.

## DAMAGED CLOTHING.

14. Where an uniform or wearing apparel is supplied by the Employing Authority, and required to be worn by the employee, and such uniform or wearing apparel becomes so soiled or damaged in the execution of his duty as to require professional attention or replacement, such attention or replacement shall be supplied or made by the Employing Authority at its expense.

## PROTECTIVE CLOTHING.

15. (a) Each employee shall be provided with a suitable waterproof outer garment.

(b) Where an employee is required to get under a vehicle for the purpose of greasing or cleaning he shall be provided by the Employing Authority with suitable protective clothing and a creeper or mat.

16. Employee not to be required to clean clothing. An employee shall not be ordered to clean either the clothing or personal gear of any other person.

## DRILL BOOK.

17. Any employe being required by the Employing Authority to compile a drill book must first be supplied with a suitable book for this purpose. This book shall remain the property of the Employing Authority to whom it must be produced when required.

## DEFINITIONS.

18. "Employing Authority" means the Metropolitan Fire Brigades Board, or the Country Fire Authority as the case may be.

"Union" means The United Firemen's Union of Victoria.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 8th October, 1954.

