



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 14.

[1954

Factories and Shops Acts.

## DETERMINATION OF THE HOSPITAL EXECUTIVES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed full time as an executive officer (namely, a secretary, an assistant secretary, a chief clerk, or an accountant) in or in connexion with any hospital or benevolent home registered pursuant to the *Hospital and Charities Act 1928*, and any amendments thereto" has made the following Determination, namely:—

1. That on the 10th November, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK.

(i) Until the beginning of the first pay period to commence in February, 1954.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Secretary.</i>											
Where the adjusted bed capacity is—											
under	25	..	..	..	..	..	..	..	..	17 8 0	14 4 3
25 to	35	..	..	..	..	..	..	..	..	17 14 0	14 8 9
36	45	..	..	..	..	..	..	..	..	18 2 6	14 15 3
46	55	..	..	..	..	..	..	..	..	18 11 3	15 1 9
56	65	..	..	..	..	..	..	..	..	19 2 9	15 10 0
66	75	..	..	..	..	..	..	..	..	19 14 3	15 19 6
76	85	..	..	..	..	..	..	..	..	20 5 9	16 4 9
86	95	..	..	..	..	..	..	..	..	21 0 3	16 16 3
96	105	..	..	..	..	..	..	..	..	22 0 6	17 12 6
106	125	..	..	..	..	..	..	..	..	23 0 9	18 8 6
126	150	..	..	..	..	..	..	..	..	24 1 0	19 4 9
151	175	..	..	..	..	..	..	..	..	26 5 0	21 0 0
176	200	..	..	..	..	..	..	..	..	27 6 0	21 17 0
201	250	..	..	..	..	..	..	..	..	28 7 3	22 14 0
251	300	..	..	..	..	..	..	..	..	29 8 6	23 10 9
301	350	..	..	..	..	..	..	..	..	30 9 9	24 7 9
351	400	..	..	..	..	..	..	..	..	31 11 0	25 4 9
401	450	..	..	..	..	..	..	..	..	32 15 0	26 4 0
451	500	..	..	..	..	..	..	..	..	33 19 3	27 3 6
501	550	..	..	..	..	..	..	..	..	35 3 6	28 2 9
551	600	..	..	..	..	..	..	..	..	36 7 9	29 2 0
601	650	..	..	..	..	..	..	..	..	37 12 0	30 1 6
651	700	..	..	..	..	..	..	..	..	38 16 0	31 1 0
701	750	..	..	..	..	..	..	..	..	40 0 0	32 0 0

## WAGES PER WEEK.

	Males.	Females.
<i>Assistant Secretary.</i>		
Where the adjusted bed capacity is—	£ s. d.	£ s. d.
under 150 .. .. .	20 0 0	16 0 0
151 " 175 .. .. .	20 6 3	16 5 0
176 " 200 .. .. .	20 12 6	16 10 0
201 " 250 .. .. .	21 5 0	17 0 0
251 " 300 .. .. .	21 17 6	17 10 0
301 " 350 .. .. .	22 10 0	18 0 0
351 " 400 .. .. .	23 2 6	18 10 0
401 " 450 .. .. .	23 15 0	19 0 0
451 " 500 .. .. .	24 7 6	19 10 0
501 " 550 .. .. .	25 0 0	20 0 0
551 " 600 .. .. .	25 12 6	20 10 0
601 " 650 .. .. .	26 5 0	21 0 0
651 " 700 .. .. .	26 17 6	21 10 0
701 " 750 .. .. .	27 10 0	22 0 10
<i>Accountant.</i>		
Where the adjusted bed capacity is—		
under 95 .. .. .	17 10 0	14 0 0
96 " 105 .. .. .	17 12 6	14 2 0
106 " 125 .. .. .	17 17 0	14 6 9
126 " 150 .. .. .	18 2 6	14 10 0
151 " 175 .. .. .	18 8 0	14 14 6
176 " 200 .. .. .	18 13 6	14 19 0
201 " 250 .. .. .	19 5 0	15 8 0
251 " 300 .. .. .	19 16 6	15 17 3
301 " 350 .. .. .	20 8 0	16 6 6
351 " 400 .. .. .	20 19 6	16 15 9
401 " 450 .. .. .	21 11 0	17 5 0
451 " 500 .. .. .	22 2 6	17 14 0
501 " 550 .. .. .	22 14 0	18 3 3
551 " 600 .. .. .	23 5 6	18 12 6
601 " 650 .. .. .	23 17 0	19 1 9
651 " 700 .. .. .	24 8 6	19 11 0
701 " 750 .. .. .	25 0 0	20 0 0
<i>Chief Clerk.</i>		
Where the adjusted bed capacity is—		
under 105 .. .. .	15 10 0	12 8 0
106 to 125 .. .. .	15 12 6	12 10 9
126 " 150 .. .. .	15 16 0	12 14 9
151 " 175 .. .. .	15 19 6	12 19 0
176 " 200 .. .. .	16 3 0	13 3 0
201 " 250 .. .. .	16 10 0	13 7 3
251 " 300 .. .. .	16 17 0	13 11 3
301 " 350 .. .. .	17 4 0	13 15 6
351 " 400 .. .. .	17 11 0	14 1 0
401 " 450 .. .. .	17 18 0	14 6 6
451 " 500 .. .. .	18 5 0	14 12 0
501 " 550 .. .. .	18 12 0	14 17 9
551 " 600 .. .. .	18 19 0	15 3 3
601 " 650 .. .. .	19 6 0	15 8 9
651 " 700 .. .. .	19 13 0	15 14 6
701 " 750 .. .. .	20 0 0	16 0 0

(ii) Thereafter: the wages of both males and females shall be increased by 1/-.

## ADJUSTED BED CAPACITY.

3. (1) For the purposes of this Determination the adjusted bed capacity shall be the bed capacity shown in the last annual return furnished by the respective institution to the Hospitals and Charities Commission of Victoria or other statutory body and in the case of a Secretary, Assistant Secretary, Accountant, and Chief Clerk shall be further adjusted in respect to the number of out-patients' attendances and maternity beds as follows:—

## (a) Out-patients' attendances—

- (i) For the first 49,000 out-patients' attendances add one bed for each 700 or part thereof;
- (ii) For the second 49,000 out-patients' attendances add one bed for each 1,400 or part thereof;
- (iii) Thereafter add one bed for each 2,100 or part thereof.

## (b) Maternity beds.—One-third or part thereof of the number of maternity beds as stated in the above return shall be added to the total number of beds.

## (2) Officers in hospitals in which the chief and principal treatment is in connexion with—

- (a) eyes, ears, nose, and throat, shall be paid for as 301 adjusted beds;
- (b) dentistry, shall be paid for as 351 adjusted beds.
- (c) after care, shall be paid for as 251 adjusted beds.

## DEFINITIONS.

4. "Secretary" means any person employed full time as—

- (a) Secretary, Manager, or Business Manager; or
- (b) the principal administrative officer however styled in any institution.

"Assistant Secretary" means any person employed full time and appointed to act as first assistant to a Secretary as defined.

"Accountant" means any person who is a certificated member of a recognized Institute of Accountants, and who has been appointed to work full time as the Accountant at any institution. Provided that any person who has held the position of Accountant in any institution prior to 1st April, 1948, shall not be required to hold a certificate from a recognized Institute of Accountants.

"Chief Clerk" means any person appointed to act full time as such, but does not include any person covered by the definitions of Secretary, Assistant Secretary, or Accountant.

5. A week's work shall be spread over five days provided that an officer shall work at other reasonable times as and when necessary.

6. For the purpose of determining the salary of a Secretary, Assistant Secretary, Accountant, or Chief Clerk who are required to administer the affairs of or perform duties in connexion with one or more subsidiary hospitals or annexes, the adjusted bed capacity shall be the sum of the adjusted bed capacity of the parent hospital and the subsidiaries or annexes concerned.

7. (a) An officer shall be entitled to be absent without deduction of pay on the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within a radius of 20 miles of the General Post Office, Melbourne), Christmas Day, Boxing Day, and such other day or days as may be proclaimed as a holiday or holidays within the area in which the Institute concerned is situated.

(b) An officer required to work on any day specified in sub-clause (a) hereof shall be entitled to time off in lieu of such day.

7A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 7 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

8. (a) An officer shall be entitled to be absent without loss of pay on account of personal ill-health or accident, proof of which shall be submitted in a manner satisfactory to the Committee of the Hospital, for a period not exceeding in the aggregate 28 working days for each 12 months of service.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave therein contained is not taken in any year such portion as is not taken shall be cumulative from year to year. No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

9. (a) Officers shall be entitled to annual leave on completion of each year of service in any one institution without deduction of pay, as follows:—

[illegible]

Should any day or days specified in clause 7 as a Public Holiday occur during an officer's period of annual leave, an additional day shall be added to the period of annual leave for each such specified day so occurring.

(b) Annual leave shall be granted within a period of six months after becoming due, and at a time suitable to the convenience of the Institution.

(c) An officer whose employment is terminated with less than twelve months' service in any qualifying twelve-monthly period shall be granted *pro rata* annual leave or payment in lieu.

10. (a) An officer who has been in the service of one or more Institutions (including any statutory body directly associated with such Institution or Institutions) for a cumulative period of 20 years shall be entitled to six months' long service leave or payment in lieu after having attained the age of 45 years in accordance with the following provisions:—

(i) If on retirement an officer has completed more than 20 years' service a pro rata amount of leave shall be added to the six months' leave prescribed for all service in excess of 20 years.

(ii) If on the resignation of an officer he has completed more than 20 years' service he shall be entitled only to six months' leave of absence or payment in lieu as if he had only completed a period of 20 years.

(iii) Upon the death from any cause of an officer, who, at the date of his death was eligible for the grant of long service leave, the Committee shall pay to the legal representative of the deceased officer the amount that the officer would have been entitled to receive had he retired immediately prior to the date of his death.

(b) Any officer retiring or resigning after the 1st April, 1949, shall be entitled to the benefits of this clause provided he has had not less than 20 years service.

(c) For the purposes of this clause the following definitions shall apply:—

"Service" shall mean service calculated as from the date of entering the present employment with the Institution and shall include all periods during which an officer was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the Institution.

“Salary” shall mean the officer's salary or wage (exclusive of overtime or other allowance) at the time leave is taken, or immediately prior to the officer leaving the service or death of the officer (as the case may be).

"Committee" shall mean the Committee or Governing Body of the Hospital or Benevolent Home in which the officer is employed.

Words importing the masculine gender only shall include the feminine gender.

11. An officer required to take over all the duties of a senior officer shall be paid not less than the rate prescribed for such senior officer for such period as he so acts.

12. (a) An officer required to travel on business in connexion with the Institution shall be re-imbursed all reasonable travelling expenses necessarily incurred.

(b) Where an officer is required to use his own motor car in connexion with the business of an Institution, he shall be re-imbursed such sum as may be agreed upon between the Governing Body of the Institution and himself. In the absence of any such agreement, he shall be paid an allowance at the rate of 1s. per mile for each mile he is so required to use his motor car.

13. To terminate employment, one month's written notice shall be given by the employee or the Committee or one month's wages paid or forfeited, as the case may be. This shall not affect the right of the Committee to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only.

## ACCOMMODATION.

14. (a) Where an officer in a Benevolent Home is required to reside in quarters provided for him by the Institution, no deduction for the use of such quarters shall be made from his wages, and the officer shall be on call for institutional matters at all reasonable times.

(b) Where an officer attached to a Hospital is required to reside in quarters provided for him by the Institution a deduction of not more than ten per cent. may be made from his wages as rental.

## RATES AND CONDITIONS TO BE MAINTAINED.

15. Nothing in this Determination shall be deemed or construed to reduce the wage or allowance any officer was receiving prior to the date of operation of this Determination or alter unfavourably the terms or conditions of employment operating at the date hereof.

## PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 17.

*Basic Wage.*

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	11 18 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1954, the amount of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach 5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 24th March, 1954.



# VICTORIA GOVERNMENT GAZETTE.

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No. 355]

MONDAY, MAY 17.

[1954

Factories and Shops Acts.

## DETERMINATION OF THE SUGAR REFINERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

- (a) in connexion with the trade of sugar refining;  
(b) in the manufacture or treatment of the by-products of sugar;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.					Percentage of Basic Wage.	Weekly Wage.	Females.					Percentage of Female Basic Wage.	Weekly Wage.
						s. d.							s. d.
Under 16 years	..	..	..	..	34	81 0	Under 16 years	..	..	..	..	50	89 0
16 years	..	..	..	..	40	95 0	16 years	..	..	..	..	60	107 0
17 years	..	..	..	..	51	121 6	17 years	..	..	..	..	70	125 0
18 years	..	..	..	..	68	162 0	18 years	..	..	..	..	80	143 0
19 years	..	..	..	..	79	188 0	19 years	..	..	..	..	90	160 6
20 years	..	..	..	..	90	214 0	20 years	..	..	..	..	95	169 6

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

*Males.*

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others".

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

*Females.*

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females".

3.

OTHER EMPLOYEES.  
Wages per Week of 40 Hours.

	Adjustable Rate.	Additional Constant Loading.	Total Weekly Wage.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Raw Sugar Store—</b>			
Unstoring raw sugar .. .. .	257 0	11 0	268 0
Men cutting in .. .. .	258 0	11 0	269 0
Whip hand unstoring raw sugar .. .. .	253 0	11 0	264 0
Whip hand at elevator .. .. .	253 0	11 0	264 0
Elevator attendant .. .. .	258 0	11 0	269 0
Wash tank hands .. .. .	251 0	11 0	262 0
Wash tank hands—assistants .. .. .	250 0	11 0	261 0
Graders—sack room .. .. .	255 0	11 0	266 0
Senior rigger .. .. .	263 0	11 0	274 0
Other rigger .. .. .	258 0	11 0	269 0
<b>Melting House—</b>			
Washing fugalmen .. .. .	256 6	11 0	267 6
Melter attendant .. .. .	251 0	11 0	262 0
Mixer .. .. .	251 0	11 0	262 0
<b>Carbonation House—</b>			
Men on liquor filter presses .. .. .	252 0	11 0	263 0
Men on mud .. .. .	252 0	11 0	263 0
Leading hand .. .. .	264 0	11 0	275 0
Men on gas tank .. .. .	259 6	11 0	270 6
Sweetland filter attendant .. .. .	255 0	11 0	266 0
Men on crushing and stacking lime .. .. .	251 0	11 0	262 0
Men on washing and checking filterpress sheets .. .. .	252 0	11 0	263 0
Building and/or maintaining filter cloths .. .. .	261 0	11 0	272 0
<b>Char End—</b>			
Kiln repairers .. .. .	251 0	11 0	262 0
Kiln firemen .. .. .	259 0	11 0	270 0
Wet charmen .. .. .	259 0	11 0	270 0
Char runners .. .. .	259 0	11 0	270 0
<b>Pan Floor—</b>			
First sugar boilers .. .. .	282 0	11 0	293 0
Second sugar boilers .. .. .	273 0	11 0	284 0
Employee attending triple effect and assistant sugar boiler .. .. .	254 0	11 0	265 0
Pan attendant .. .. .	251 0	11 0	262 0
Refined sugar fugalmen .. .. .	256 6	11 0	267 6
Refined sugar fugalmen—Leading hands .. .. .	266 6	11 0	277 6
<b>Jelly House—</b>			
Leading hand .. .. .	261 6	11 0	272 6
Jelly fugalmen .. .. .	251 0	11 0	262 0
<b>Refined Sugar Store—</b>			
Receiving at truck yard (leading hands) .. .. .	261 0	11 0	272 0
Icing mill attendant .. .. .	251 0	11 0	262 0
Driers (leading hand) .. .. .	261 0	11 0	272 0
Driers (others) .. .. .	251 0	11 0	262 0
Automatic scale attendant .. .. .	260 0	11 0	271 0
Automatic scale hands .. .. .	251 0	11 0	262 0
Employee engaged loading trucks .. .. .	251 0	11 0	262 0
Bag room checkers .. .. .	251 0	11 0	262 0
Truckers and stackers .. .. .	251 0	11 0	262 0
Leading hand packing floor .. .. .	261 0	11 0	272 0
Hand packing sugar .. .. .	251 0	11 0	262 0
<b>Golden Syrup and Treacle—</b>			
Men packing and weighing (bulk) .. .. .	252 0	11 0	263 0
Golden syrup and treacle mixer .. .. .	254 0	11 0	265 0
Liquor runners .. .. .	269 6	11 0	280 6
Liquor runners—assistants .. .. .	251 0	11 0	262 0
<b>Distillery—</b>			
Stillman .. .. .	275 0	11 0	286 0
Mashman .. .. .	257 0	11 0	268 0
C.O2 Bottle Attendant .. .. .	260 0	11 0	271 0
<b>Spirit and Methylating Rooms—</b>			
Leading hand .. .. .	272 6	11 0	283 6
Assistants .. .. .	256 6	11 0	267 6
<b>Cane-ite Store—</b>			
Men storing and unstoring cane-ite and hardboard .. .. .	252 0	11 0	263 0
<b>Miscellaneous—</b>			
Trackman .. .. .	259 0	11 0	270 0
Estatemanager .. .. .	255 0	11 0	266 0
Leading hand cleaning gang .. .. .	261 0	11 0	272 0
Unstoring and/or loading bales for shipment .. .. .	262 0	11 0	273 0
All others .. .. .	248 0	11 0	259 0
Adult females (a) with less than 6 months' experience at the trade .. .. .	..	..	178 9
(b) with 6 months' or more experience at the trade .. .. .	..	..	180 9

## ADULT RATE TO BE PAID.

4. Male juniors employed as automatic scale hands reaching the age of 20 years, having at least 2 years' experience, shall receive adult rates applicable to that class of work.

## SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

5. (a) The ordinary working hours of shift workers shall be as follows:—

## Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, and Thursday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

## Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

## Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

(b) Except at his own request any employee required to change from any of the above shifts to a shift other than his normal shift shall be paid at overtime rates for the first shift, unless he receives 48 hours' notice of such change.

## DAY WORKERS.

6. Day worker is an employee who ordinarily works between 7.30 a.m. and 4.30 p.m., except at the distillery where the employee ordinarily works between 8 a.m. and 5 p.m. with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal. The provisions of this clause shall not apply to shift workers as defined in clauses 5 and 7.

## CONTINUOUS SHIFT WORKERS.

7. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

- (i) provide for rotation unless all the employees concerned desire otherwise;
- (ii) provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 7 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

## TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of four (4) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

## EXTRA RATES AND ALLOWANCES.

9. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

- (i) Any employee who works on shift shall be paid an additional allowance of 2s. 3d. for a day shift and 3s. 6d. for an afternoon or a night shift.
- (ii) Day workers, as defined in clause 6 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 6s. 6d. per shift whilst so required.
- (iii) Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 1s. 3d. for each hour or part of an hour spent in such work.
- (iv) Employees classified as "All others" who are directed to handle dry lime, sulphuric acid, muriatic acid, super cel or bones shall receive an additional 1s. for each day or part of a day on such work.
- (v) Employees in the raw sugar store whilst engaged unstoring, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstoring, cutting in or facing bags .. .. .	6s. per week
Men turning bags .. .. .	5s. per week.

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged, sweated and/or hard sugar from time to time.

## DEFINITION OF JUVENILE WORKERS.

10. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

## OVERTIME (other than continuous Shift Workers).

11. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

## LATE ATTENDANCE.

12. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

## ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne.)

## SICK LEAVE.

14. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st January, 1950, shall be disregarded, providing that any accumulated sick leave (not exceeding 120 hours of working time) standing to the credit of the employee on the 1st January, 1954, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of paid sick leave with the object of avoiding his obligations under this sub-clause.

#### MEAL ALLOWANCE.

15. Employees required to work a minimum of one and a half hours' overtime shall be entitled to 4s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 4s. for tea money shall be payable. Provided that the meal allowance shall be payable in respect to the mid-day meal to employees working in the raw store whilst raw sugar is being received on a Sunday whether or not they are notified the day before.

#### SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

16. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

(c) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

#### PAYMENT OF WAGES.

17. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

#### PIECEWORK.

18. The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1923 (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

#### PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for adult males set out in clause 3 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20.

#### BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

#### ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1954, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of the decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices, improvers or juvenile workers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 10th February, 1954.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 356]

MONDAY, MAY 17.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
13th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 2nd December, 1953, and in force as from that date, shall be replaced by the following clauses:—

2.

#### WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrumbul, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) ..	13 10 0	13 16 6	13 7 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces .. .. .	13 3 0	13 9 6	13 0 0
Blacksmith's striker .. .. .	13 1 0	13 7 6	12 18 0
Blacksmith's striker on double fires and other assistant ..	13 3 0	13 9 6	13 0 0
Boiler (inside) chipper and cleaner .. .. .	13 7 0	13 13 6	13 4 0
Boilermaker and/or structural steel tradesman .. .. .	14 10 0	14 16 6	14 7 0
Boilersmith and/or angle iron smith .. .. .	14 14 6	15 1 0	14 11 6
Cold saw operator .. .. .	13 3 0	13 9 6	13 0 0
Dogman .. .. .	13 3 0	13 9 6	13 0 0
Driller using portable machines .. .. .	14 5 6	14 12 0	14 2 6
Driller using stationary machines .. .. .	13 2 0	13 8 6	12 19 0
Employee assisting a ship plate bender or plate setter ..	13 3 0	13 9 6	13 0 0
Friction saw operator .. .. .	13 1 0	13 7 6	12 18 0
Furnaceman on heavy angle iron or heavy plate .. .. .	13 9 0	13 15 6	13 6 0
Furnaceman's assistant .. .. .	13 1 0	13 7 6	12 18 0
Holder-up, whether using hand or machine dolly of any kind, including all work incidental thereto .. .. .	13 8 0	13 14 6	13 5 0
Machinist—			
1st class .. .. .	14 10 0	14 16 6	14 7 0
2nd class .. .. .	13 15 0	14 1 6	13 12 0
3rd class .. .. .	13 6 0	13 12 6	13 3 0

## WAGES—continued.

Adults.	Day Shift.		
	Wages For Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class .. .. .	13 8 0	13 14 6	13 5 0
2nd class .. .. .	13 2 0	13 8 6	12 19 0
Marker off (a tradesman the greater part of whose time in any weekly pay period is occupied in marking off and/or template making) .. .. .	14 16 0	15 2 6	14 13 0
Painter of ironwork using spray .. .. .	13 2 0	13 8 6	12 19 0
Painter, brush hand .. .. .	13 1 0	13 7 6	12 18 0
Plate setter and frame bender .. .. .	14 13 0	14 19 6	14 10 0
Press and block hand assisting a boiler or angle ironsmith .. .. .	13 3 0	13 9 6	13 0 0
Process worker .. .. .	13 0 0	13 6 6	12 17 0
Rigger and/or splicer .. .. .	13 12 0	13 18 6	13 9 0
Rivet heater .. .. .	13 3 0	13 9 6	13 0 0
Welder—			
Special class (as defined) .. .. .	14 14 6	15 1 0	14 11 6
1st class (as defined) .. .. .	14 10 0	14 16 6	14 7 0
2nd class .. .. .	13 6 0	13 12 6	13 3 0
3rd class .. .. .	13 2 0	13 8 6	12 19 0
Welder-tack .. .. .	13 4 0	13 10 6	13 1 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines .. .. .	13 3 0	13 9 6	13 0 0
Cement mixer .. .. .	13 4 0	13 10 6	13 1 0
Cement liner .. .. .	13 7 0	13 13 6	13 4 0
Cement liner operator .. .. .	13 15 0	14 1 6	13 12 0
Employee in charge of ring making machines .. .. .	13 7 0	13 13 6	13 4 0
Employee rounding and straightening steel pipes .. .. .	13 6 0	13 12 6	13 3 0
Employee on tar dip and sand rolling .. .. .	13 3 0	13 9 6	13 0 0
Faucet maker in charge of furnace .. .. .	13 10 0	13 16 6	13 7 0
Faucet maker's assistant .. .. .	13 3 0	13 9 6	13 0 0
Machine operator (in charge of machines) .. .. .	13 7 0	13 13 6	13 4 0
Pipe builder .. .. .	13 7 0	13 13 6	13 4 0
General (wheresoever employed)—			
Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	13 1 0	13 7 6	12 18 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	12 7 0	12 13 6	12 4 0
Employee not elsewhere classified .. .. .	12 1 0	12 7 6	11 18 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.

Provided that an employee in an electric supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

*Tradesmen in Large Power Houses.*

Tradesmen and/or welders, and/or apprentices in the fourth and fifth years of their apprenticeship employed in large operating thermal 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 12s. per week extra; assistants and unapprenticed juniors nineteen years of age and over shall be paid 6s. per week extra and other apprentices and unapprenticed juniors shall be paid 3s. per week extra; such amounts shall be deemed to include all special rates prescribed in clause 5 of this Determination. 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 converter sub-stations which are in regular operation.

*Ship Repairing.*

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

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

3.

## APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

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

Boilermaker and/or structural steel tradesman and/or 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 Indentures.*

(d) Subject to the approval of the Secretary for Labour, 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, 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 boilermaking or structural steel 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) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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 trade of boilermaker, an employer may with the consent of the Apprenticeship Commission 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 this Determination.

*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 wage for apprentices shall be the under-mentioned percentages of the 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:

*Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>				
		£ s. d.	£ s. d.	£ s. d.
1st year .. .. .	32	3 16 0	3 18 0	3 15 0
2nd year .. .. .	43	5 2 6	5 5 0	5 1 0
3rd year .. .. .	54	6 8 6	6 12 0	6 7 0
4th year .. .. .	83	9 17 6	10 3 0	9 15 0
5th year .. .. .	100 plus 6s.	12 4 0	12 10 6	12 1 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st year .. .. .	34	4 1 0	4 3 0	4 0 0
2nd year .. .. .	54	6 8 6	6 12 0	6 7 0
3rd year .. .. .	83	9 17 6	10 3 0	9 15 0
4th year .. .. .	100 plus 6s.	12 4 0	12 10 6	12 1 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.*

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

*Overtime and Shift Work.*

(k) No apprentice under the age of eighteen 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.*

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

*Lost Time.*

(m) 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 on 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.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

*UNAPPRENTICED MALE JUNIORS:*

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

*Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.

*Junior Males.*

	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under 16 years of age .. .. .	24	2 0	2 19 0	3 0 6
16 years of age .. .. .	34	3 0	4 4 0	4 6 0
17 years of age .. .. .	46	4 0	5 13 6	5 16 6
18 years of age .. .. .	58	5 0	7 3 0	7 7 0
19 years of age .. .. .	73	6 0	8 19 6	9 4 6
20 years of age .. .. .	88	7 0	10 16 6	11 2 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.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(b) The minimum rate payable to a junior employee of eighteen 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 additional amount prescribed for such an employee.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
  - (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
  - (iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
  - (iv) Breaking up pig iron.
  - (v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
  - (vi) Cutting out and punching rivets on plates.
  - (vii) Cutting plates by means of hammer and cold set.
  - (viii) Holding up rivets over ½ in. diameter.
  - (ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
  - (x) Punching machines handling plates weighing more than 84 lb.
  - (xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.
- (d) Junior employee 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 furnaceman or assistant to furnacemen; 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.

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MONDAY, MAY 17.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
11th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 3rd December, 1953, and in force as from that date, shall be replaced by the following clauses:—

#### 2. WAGES.

Adults.										Per Week of 40 Hours.	
<i>Males.</i>										<i>s.</i>	<i>d.</i>
Grinder or polisher	..	..	..	..	..	..	..	..	..	275	6
Electro-plater—											
1st Class	..	..	..	..	..	..	..	..	..	290	0
2nd Class	..	..	..	..	..	..	..	..	..	275	0
3rd Class	..	..	..	..	..	..	..	..	..	260	0
Liner or hand decorator	..	..	..	..	..	..	..	..	..	275	6
Coater	..	..	..	..	..	..	..	..	..	265	6
Spray operator	..	..	..	..	..	..	..	..	..	262	0
Other employees with not less than three months' experience in the metal trades industry	..	..	..	..	..	..	..	..	..	247	0
All others	..	..	..	..	..	..	..	..	..	238	0
<i>Females.</i>											
Females employed at—											
(a) hand burnishing, hand finishing, or lacquering	..	..	..	..	..	..	..	..	..	201	0
(b) polishing	..	..	..	..	..	..	..	..	..	275	6
All others { under one month's experience in the industry	..	..	..	..	..	..	..	..	..	178	6
{ thereafter	..	..	..	..	..	..	..	..	..	194	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.

*APPRENTICESHIP.*

3. (a) An employer may employ any minor as an apprentice in any work covered by this Determination provided that no minor shall be employed in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

*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, 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, 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.

*Proportion.*

(d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 23s. per week, and two female apprentices to every three female workers receiving not less than 17s. 6d. per week.

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.

*Period of Apprenticeship.*

(e) 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.

*Adult Apprentices.*

(f) 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.*

(g) 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.*

(h) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, and in all contracts of apprenticeship hereafter made the employer shall covenant of 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.

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

										Percentage of Basic Wage.	Total Wage Payable.
										Per Week.	£ s. d.
<i>Four and Five-year Terms.</i>											
1st year	..	..	..	..	..	..	..	..	..	32	3 16 0
2nd year	..	..	..	..	..	..	..	..	..	43	5 2 6
3rd year	..	..	..	..	..	..	..	..	..	54	6 8 6
4th year	..	..	..	..	..	..	..	..	..	63	9 17 6
5th year	..	..	..	..	..	..	..	..	..	100 + 6s.	12 4 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>											
1st year	..	..	..	..	..	..	..	..	..	34	4 1 0
2nd year	..	..	..	..	..	..	..	..	..	54	6 8 6
3rd year	..	..	..	..	..	..	..	..	..	63	9 17 6
4th year	..	..	..	..	..	..	..	..	..	100 + 6s.	12 4 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.*

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

*Overtime and Shift Work.*

(k) 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.*

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

*Lost Time.*

(m) 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.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(p) 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 exception hereinafter provided, the minimum rates of wage for 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.	Additional Amount.	Total Wage Payable.
					Per Week.	Per Week.	Per Week.
<i>I.—Junior Females.</i>						<i>s. d.</i>	<i>£ s. d.</i>
17 years of age and under	..	..	..	..	52	3 6	4 16 6
18 years of age	..	..	..	..	62	4 0	5 14 6
19 years of age	..	..	..	..	72	4 6	6 13 0
20 years of age	..	..	..	..	82	5 0	7 11 6
<i>II.—Junior Males.</i>							
Under 16 years of age	..	..	..	..	24	2 0	2 19 0
16 years of age	..	..	..	..	34	3 0	4 4 0
17 years of age	..	..	..	..	46	4 0	5 13 6
18 years of age	..	..	..	..	58	5 0	7 3 0
19 years of age	..	..	..	..	73	6 0	8 19 6
20 years of age	..	..	..	..	88	7 0	10 16 6

\* The percentages in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d., half or less than half of 6d., in a result is disregarded.

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or 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. 358]

MONDAY, MAY 17.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
13th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

## FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination made on the 3rd December, 1953, and in force as from that date, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Adults.	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.
File chisel whetter .. .. .	13 16 0	14 2 6	13 13 0
File inspector—First class .. .. .	13 11 0	13 17 6	13 8 0
File inspector (other)—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 5 0	13 11 6	13 2 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 11 0	13 17 6	13 8 0
File cutter—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 11 0	13 17 6	13 8 0
Hand hammer file forger—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 11 0	13 17 6	13 8 0
File tang roller—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 11 0	13 17 6	13 8 0
File compound controller .. .. .	13 9 6	13 16 0	13 6 6
File edge grinder—			
(a) First three months' experience as such..	13 3 0	13 9 6	13 0 0
(b) Thereafter .. .. .	13 9 0	13 15 6	13 6 0
File side grinder—			
(a) First three months' experience as such..	13 3 0	13 9 6	13 0 0
(b) Thereafter .. .. .	13 9 0	13 15 6	13 6 0
File hardener—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 9 0	13 15 6	13 6 0
File point roller—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 9 0	13 15 6	13 6 0
File bar clipper—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 6 0	13 12 6	13 3 0
File roll flattener—			
(a) First three months' experience as such..	13 0 0	13 6 6	12 17 0
(b) Thereafter .. .. .	13 6 0	13 12 6	13 3 0

## Wages per Week of 40 hours.

Adults.	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.
File brander	£ s. d.	£ s. d.	£ s. d.
(a) First three months' experience as such	13 0 0	13 6 6	12 17 0
(b) Thereafter	13 6 0	13 12 6	13 3 0
Half round or round file grinder—			
(a) First three months' experience as such	13 3 0	13 9 6	13 0 0
(a) Thereafter	13 5 0	13 11 6	13 2 0
File tang and point trimmer—			
(a) First three months' experience as such	13 0 0	13 6 6	12 17 0
(b) Thereafter	13 3 0	13 9 6	13 0 0
File miller—			
(a) First three months' experience as such	13 0 0	13 6 6	12 17 0
(b) Thereafter	13 5 0	13 11 6	13 2 0
File acider	13 5 0	13 11 6	13 2 0
File sand blaster	13 3 6	13 10 0	13 0 6
Semi-automatic hammer file forger	13 3 0	13 9 6	13 0 0
File straightener (hand)	13 3 0	13 9 6	13 0 0
File grinder (other)	13 3 0	13 9 6	13 0 0
File edge setter (machine or hand)	13 3 0	13 9 6	13 0 0
File stripper (machine or hand)	13 3 0	13 9 6	13 0 0
File chisel grinder	13 3 0	13 9 6	13 0 0
File cropper	13 3 0	13 9 6	13 0 0
File point grinder	13 3 0	13 9 6	13 0 0
File safe edger	13 3 0	13 9 6	13 0 0
File tang bluer	13 3 0	13 9 6	13 0 0
File anneal loader	13 1 0	13 7 6	12 18 0
File straightener (machine)	13 0 0	13 6 6	12 17 0
File counter	13 0 0	13 6 6	12 17 0
File drier	13 0 0	13 6 6	12 17 0
File oiler	13 0 0	13 6 6	12 17 0
File paster	13 0 0	13 6 6	12 17 0
File ringer	13 0 0	13 6 6	12 17 0
Other employees with not less than three months' experience in this industry	12 7 0	12 13 6	12 4 0
All others	12 1 0	12 7 6	11 18 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

Automatic file blanking machine operator  
File bar clipper;  
File brander;  
File cutter;  
File edge grinder;  
File hardener (where a fixture is used);

File point roller;  
File roll flattener;  
File side grinder;  
File tang and point trimmer;  
File tang roller;  
Hand hammer file forger.

## 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.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors 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.
			Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
			<i>I.—Adult Females.</i>			
Under one month's experience	..	75	..	8 18 6	9 3 6	8 16 0
All others	.. ..	75	16 0	9 14 6	9 19 6	9 12 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>Additional Amount.</i>						
<i>II.—Junior Females.</i>						
17 years of age and under	..	52	3 6	4 16 6	4 19 0	4 15 0
18 years of age .. ..	..	62	4 0	5 14 6	5 18 0	5 13 0
19 years of age .. ..	..	72	4 6	6 13 0	6 16 6	6 11 0
20 years of age .. ..	..	82	5 0	7 11 6	7 15 6	7 9 6
<i>III.—Junior Males.</i>						
Under 16 years of age .. ..	..	24	2 0	2 19 0	3 0 6	2 18 6
16 years of age .. ..	..	34	3 0	4 4 0	4 6 0	4 3 0
17 years of age .. ..	..	46	4 0	5 13 6	5 16 6	5 12 0
18 years of age .. ..	..	58	5 0	7 3 0	7 7 0	7 1 6
19 years of age .. ..	..	73	6 0	8 19 6	9 4 6	8 17 6
20 years of age .. ..	..	88	7 0	10 16 6	11 2 0	10 14 0

\* 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.

(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 prescribed for a junior employee of his or her age.

*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.

using electric arc or oxy acetylene blow pipe.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 359]

MONDAY, MAY 17.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
11th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 2nd December, 1953, and in force as from that date, shall be replaced by the following clauses :—

2.

Adults.	For Week of 40 Hours.		
	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.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman .. .. .	14 6 6	14 13 0	14 3 6
5 and 6 inch, footman .. .. .	13 18 0	14 4 6	13 15 0
4 inch and under, headman .. .. .	14 1 0	14 7 6	13 18 0
4 inch and under, footman .. .. .	13 11 0	13 17 6	13 8 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster .. .. .	13 8 6	13 15 0	13 5 6
Dresser of pipes, including dresser on emery wheels .. .. .	13 8 0	13 14 6	13 5 0

Adults.	Per Week of 40 Hours.		
	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>Persons Employed in making Pipes by Machinery—</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Coremakers—			
5 and 6 inch, faucet .. .. .	14 2 0	14 8 6	13 19 0
5 and 6 inch, spigot .. .. .	13 11 0	13 17 6	13 8 0
4 inch and under, faucet .. .. .	13 15 0	14 1 6	13 12 0
4 inch and under, spigot .. .. .	13 7 0	13 13 6	13 4 0
Finishers and casters—			
5 and 6 inch .. .. .	14 2 0	14 8 6	13 19 0
4 inch and under .. .. .	13 15 0	14 1 6	13 12 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker .. .. .	14 10 0	14 16 6	14 7 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	13 6 0	13 12 6	13 3 0
2nd six months' experience .. .. .	13 9 0	13 15 6	13 6 0
3rd six months' experience .. .. .	13 12 0	13 18 6	13 9 0
Thereafter .. .. .	13 17 0	14 3 6	13 14 0
Dresser and grinder (when using portable machine) .. .. .	13 10 0	13 16 6	13 7 0
Dresser and grinder (other) .. .. .	13 8 0	13 14 6	13 5 0
Furnaceman—cupola .. .. .	13 15 0	14 1 6	13 12 0
Furnaceman—electric .. .. .	13 14 0	14 0 6	13 11 0
Furnaceman—other .. .. .	13 12 0	13 18 6	13 9 0
Assistant furnaceman .. .. .	13 6 0	13 12 6	13 3 0
Loader and unloader of annealing furnace .. .. .	13 6 0	13 12 6	13 3 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	13 6 0	13 12 6	13 3 0
(b) other .. .. .	13 16 0	14 2 6	13 13 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	13 6 0	13 12 6	13 3 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			
*Upon its true construction this classification applies to employees in foundries employed:—			
(i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";			
(ii) wheeling sand to moulders or core shop;			
(iii) conveying metal either by hand runway or wheel bogie to moulders;			
(iv) removing castings, runners, risers, scrap or pig;			
(v) knocking out boxes and castings;			
(vi) knocking off runners;			
(vii) returning sand to moulders; and			
(viii) cleaning up.			

*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.

3.

**APPRENTICESHIP.**

(other than those covered by the Apprenticeship Commission).

*Apprenticeship Trades.*

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

*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) 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, 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, 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.

*Proportion.*

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—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.*

(f) 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.*

(g) 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.*

(h) The minimum weekly rates of wage 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.

*WAGES PER WEEK OF 40 HOURS.*

					Total Wage Payable—		
					Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>							
1st year	..	..	..	..	32	£ s. d. 3 16 0	£ s. d. 3 15 0
2nd year	..	..	..	..	43	5 2 6	5 1 0
3rd year	..	..	..	..	54	6 8 6	6 7 0
4th year	..	..	..	..	83	9 17 6	9 15 0
5th year	..	..	..	..	100 plus 6s.	12 4 0	12 1 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>							
1st year	..	..	..	..	34	4 1 0	4 0 0
2nd year	..	..	..	..	54	6 8 6	6 7 0
3rd year	..	..	..	..	83	9 17 6	9 15 0
4th year	..	..	..	..	100 plus 6s.	12 4 0	12 1 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.*

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

*Overtime and Shift Work.*

(j) 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.*

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

*Lost Time.*

(l) 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 on 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.*

(m) 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.*

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

*Annual and Sick Leave.*

(o) 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 exceptions 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 the under-mentioned :—

## WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	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.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience ..	75	..	..	8 18 6	9 3 6	8 16 0
All others .. .. .	75	16 0	..	9 14 6	9 19 6	9 12 0
When employed in a classification for which the corresponding margin in clause 25 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>						
		..	3 6	4 16 6	4 19 0	4 15 0
17 years of age and under .. .. .	52	..	4 0	5 14 6	5 18 0	5 13 0
18 years of age .. .. .	62	..	4 6	6 13 0	6 16 6	6 11 0
19 years of age .. .. .	72	..	5 0	7 11 6	7 15 6	7 9 6
20 years of age .. .. .	82	..				
<i>III.—Junior Males.</i>						
		..	3 0	3 0 0	3 1 6	2 19 6
Under 16 years of age .. .. .	24	..	4 3	4 0 6	4 2 6	3 19 6
16 years of age .. .. .	32	..	8 0	7 6 0	7 10 0	7 4 6
17 years of age .. .. .	58	..	10 0	9 3 6	9 8 6	9 1 6
18 years of age .. .. .	73	..	11 6	11 1 0	11 6 6	10 18 6
19 years of age and over .. .. .	88	..				

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

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

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(b) Except in the case of employees in foundries, 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 :

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.

(ii) Breaking up pig iron.

(d) Junior employees shall not be employed—  
if under 18 years as furnacemen or assistants to furnacemen.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 360]

MONDAY, MAY 17.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this

11th day of May, 1954.

H. N. JONES,

Acting Secretary for Labour.

## NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 4th December, 1953, and in force on that date, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker .. .. .	275	0
Nail or tack machinist .. .. .	266	0
Assistant to nail or tack machinist .. .. .	261	0
Roofing nail heading machinist .. .. .	266	0
Barbed wire tool maker or machinist .. .. .	266	0
Assistant to barbed wire machinist .. .. .	261	0
Clipper or tier-up on concertina barbed wire .. .. .	260	0
Rumbler .. .. .	260	0
Galvanizer .. .. .	271	0
Pickler—Head, or where only one pickler is employed .. .. .	265	0
Assistant pickler .. .. .	259	0
Assistant working over metal pot .. .. .	265	0
Swinger .. .. .	257	0
Wire-drawing plate setter .. .. .	264	0
Wire-drawing block operator .. .. .	260	0
Tack Inspector .. .. .	260	0
Storeman, packer, or sorter .. .. .	265	6
Other employees with not less than three months' experience in the metal trades industry .. .. .	247	0
All others .. .. .	241	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.

### APPRENTICESHIP.

#### Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

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

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

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

*Wages.*

(f) The minimum weekly rates of wages 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 wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

										Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>											
										Per Week.	Per Week.
										£ s. d.	£ s. d.
1st year	..	..	..	..	..	..	..	..	..	32	3 16 0
2nd year	..	..	..	..	..	..	..	..	..	43	5 2 6
3rd year	..	..	..	..	..	..	..	..	..	54	6 8 6
4th year	..	..	..	..	..	..	..	..	..	83	9 17 6
5th year	..	..	..	..	..	..	..	..	..	100 + 6s.	12 4 0
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>											
1st year	..	..	..	..	..	..	..	..	..	34	4 1 0
2nd year	..	..	..	..	..	..	..	..	..	54	6 8 6
3rd year	..	..	..	..	..	..	..	..	..	83	9 17 6
4th year	..	..	..	..	..	..	..	..	..	100 + 6s.	12 4 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) 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.*

(l) 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

**FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.**

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
		<i>s. d.</i>	<i>£ s. d.</i>
Under one month's experience .. .. .	75		8 18 6
All others .. .. .	75	16 0	9 14 6
When employed in a classification for which the corresponding margin in clause 23 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 16 6
18 years of age .. .. .	62	4 0	5 14 6
19 years of age .. .. .	72	4 6	6 13 0
20 years of age .. .. .	82	5 0	7 11 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 19 0
16 years of age .. .. .	34	3 0	4 4 0
17 years of age .. .. .	46	4 0	5 13 6
18 years of age .. .. .	58	5 0	7 3 0
19 years of age .. .. .	73	6 0	8 19 6
20 years of age .. .. .	88	7 0	10 16 6

\* The percentages for junior females relate to the female Basic Wage, (i.e., 75 per cent. of the Basic Wage prescribed in clause 22) 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 proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 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 or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 361]

MONDAY, MAY 17.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
13th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### POTTERY BOARD.

Clause 2 of the Determination made on the 8th December, 1953, and in force as from that date, shall be replaced by the following clause:—

#### APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eitham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

#### MALES. Wages per Week.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Rate.	Emergency Loading	Special Loading	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age .. .. .	At the Rates prescribed for Adults	57 0	1 3	2 3	60 6
15 years of age .. .. .		66 6	1 6	2 9	70 9
16 " " .. .. .		76 0	1 6	3 3	80 9
17 " " .. .. .		90 6	1 9	3 9	96 0
18 " " .. .. .		124 0	2 6	5 0	131 6
19 " " .. .. .		145 0	3 0	6 0	154 0
20 " " .. .. .		178 6	3 9	7 3	189 6

## FEMALES.

## Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months .. .. .	57 0	1 2	2 3	60 6	..	..	..	..
2nd 6 months .. .. .	66 0	1 3	2 9	70 0	..	..	..	..
1st year .. .. .	..	..	..	..	66 0	1 3	2 9	70 0
2nd " .. .. .	73 0	1 6	3 0	77 6	80 6	1 9	3 3	85 6
3rd " .. .. .	80 6	1 9	3 3	85 6	91 0	1 9	3 9	96 6
4th " .. .. .	91 0	1 9	3 9	96 6	103 6	2 0	4 3	109 9
5th " .. .. .	103 6	2 0	4 3	109 9	114 0	2 3	4 9	121 0
6th " .. .. .	114 0	2 3	4 9	121 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	17 Years.				18 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year .. .. .	77 0	1 6	3 3	81 9	80 6	1 9	3 3	85 6
2nd " .. .. .	91 0	1 9	3 9	96 6	103 6	2 0	4 3	109 9
3rd " .. .. .	103 6	2 0	4 3	109 9	114 0	2 3	4 9	121 0
4th " .. .. .	114 0	2 3	4 9	121 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year .. .. .	91 0	1 9	3 9	96 6	107 0	2 3	4 6	113 9
2nd " .. .. .	118 0	2 3	4 9	125 0	..	..	..	..
and thereafter the minimum wage								

## WITHIN ALL OTHER PARTS OF VICTORIA.

## MALES.

## Wages per Week.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Rate.	Emergency Loading	Special Loading	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age .. .. .	At the Rates prescribed for Adults	47 0	1 3	2 3	50 6
15 years of age .. .. .		61 0	1 3	2 6	64 9
16 " .. .. .		75 0	1 6	3 0	79 6
17 " .. .. .		84 6	1 9	3 6	89 9
18 " .. .. .		120 0	2 6	5 0	127 6
19 " .. .. .		138 6	3 0	5 9	147 3
20 " .. .. .		171 6	3 9	7 0	182 3

**FEMALES.**  
**Wages per Week.**

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	56 6	1 3	2 3	60 0	..	..	..	..
2nd 6 months .. .. .	63 6	1 3	2 6	67 3	..	..	..	..
1st year .. .. .	..	..	..	..	63 6	1 3	2 6	67 3
2nd " .. .. .	70 6	1 6	3 0	75 0	77 6	1 9	3 3	82 6
3rd " .. .. .	77 6	1 9	3 3	82 6	82 6	1 9	3 6	87 9
4th " .. .. .	82 6	1 9	3 6	87 9	98 6	2 0	4 0	104 6
5th " .. .. .	98 6	2 0	4 0	104 6	111 0	2 3	4 9	118 0
6th " .. .. .	111 0	2 3	4 9	118 0	..	..	..	..
and thereafter the minimum wage								

  

	Commencing Age.							
	17 Years.				18 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	65 0	1 3	2 9	69 0	77 6	1 9	3 3	82 6
2nd " .. .. .	82 6	1 9	3 6	87 9	98 6	2 0	4 0	104 6
3rd " .. .. .	98 6	2 0	4 0	104 6	111 0	2 3	4 9	118 0
4th " .. .. .	111 0	2 3	4 9	118 0	..	..	..	..
and thereafter the minimum wage								

  

	Commencing Age.							
	19 Years.				20 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	84 6	1 9	3 6	89 9	98 6	2 0	4 0	104 6
2nd " .. .. .	111 0	2 3	4 9	118 0	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

*Apprentices.*

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.  
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.  
*An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.*

*Improvers.*

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
 Three female improvers to every female worker receiving not less than the minimum wage.

**ALL OTHER EMPLOYEES.**

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3877) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.		Wages per Week.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(i) <b>MALES.</b>				
<b>All Departments.</b>				
*Head burner .. .. .	269 0	6 8 <sup>7</sup> / <sub>10</sub>	266 0	6 7 <sup>1</sup> / <sub>2</sub>
*Burner .. .. .	263 0	6 6 <sup>9</sup> / <sub>10</sub>	260 0	6 6
Burner's assistant (i.e., a person who under the instructions of a burner assists in firing a kiln or kilns) ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Mouldmaker .. .. .	271 0	6 9 <sup>9</sup> / <sub>10</sub>	268 0	6 8 <sup>1</sup> / <sub>2</sub>
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues)	255 0	6 4 <sup>1</sup> / <sub>2</sub>	252 0	6 3 <sup>1</sup> / <sub>2</sub>

## All Other Employees—continued.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</i> (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
(i) MALES—continued.				
All Departments—continued.				
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) ..	275 0	6 10½	275 0	6 10½
All other clayhole men (employers to provide tools) ..	265 0	6 7½	262 0	6 6½
Men boring or using explosives ..	270 0	6 9	267 0	6 8½/10
Glazed Pipes and Salt-glazed Ware.				
Flanger ..	270 0	6 9	267 0	6 8½/10
Man in charge of plunger ..	262 6	6 6½	259 6	6 5½/20
Presser ..	266 0	6 7½	263 0	6 6½/10
Setter ..	266 0	6 7½	263 0	6 6½/10
Junction sticker ..	266 0	6 7½	263 0	6 6½/10
Man working pipe-flanging machine ..	260 0	6 6	257 0	6 5½/10
Mandril operator ..	257 0	6 5½/10	254 0	6 4½
Bitumen jointer ..	259 0	6 5½/10	256 0	6 4½
Drawer ..	260 0	6 6	257 0	6 5½/10
Feeder of pipe machine ..	257 0	6 5½/10	254 0	6 4½
Man taking off pipe machine ..	255 0	6 4½	252 0	6 3½
Man in charge of pug or mixer machine ..	255 0	6 4½	252 0	6 3½
Machine rigger ..	260 0	6 6	257 0	6 5½/10
Hand feeder of raw or burnt clay into crusher or grinding pan ..	260 0	6 6	257 0	6 5½/10
Man carrying or wheeling into or out of kiln or to or away from kiln ..	257 0	6 5½/10	254 0	6 4½
Man sorting pipes ..	257 0	6 5½/10	254 0	6 4½
Pipe dresser ..	257 0	6 5½/10	254 0	6 4½
Packer of goods into railway trucks ..	256 0	6 4½	253 0	6 3½/10
All others (except burners, mould-makers, clayhole men, and men boring or using explosives) ..	253 0	6 3½/10	250 0	6 3
Dust Tile Making.				
Leading hand slip making ..	262 0	6 6½	259 0	6 5½/10
Slip house attendant ..	257 0	6 5½/10	254 0	6 4½
Head dipper ..	266 0	6 7½	263 0	6 6½/10
Dipper and/or spray operator ..	262 0	6 6½	259 0	6 5½/10
Mand hand pressing dust tiles or working semi-automatic tile press ..	260 0	6 6	257 0	6 5½/10
Setter ..	266 0	6 7½	263 0	6 6½/10
Drawer ..	260 0	6 6	257 0	6 5½/10
Sagger maker ..	260 0	6 6	257 0	6 5½/10
Man operating box on sagger machine ..	255 0	6 4½	252 0	6 3½
Man operating lever on sagger machine ..	257 0	6 5½/10	254 0	6 4½
Man carrying into or out of kiln ..	257 0	6 5½/10	254 0	6 4½
Ball mill operator (dry grind) ..	260 0	6 6	257 0	6 5½/10
Head packer ..	263 0	6 6½/10	260 0	6 6
Packer who packs articles with protective substances into containers with secured lids ..	259 0	6 5½/10	256 0	6 4½
Other packers ..	256 0	6 4½	253 0	6 3½/10
All others (except burners, mould-makers, clayhole men, and men boring or using explosives) ..	253 0	6 3½/10	250 0	6 3
General Pottery and Insulator Making.				
Leading hand employed at pinning, loading, and/or cementing insulators or similar ware ..	265 0	6 7½	262 0	6 6½
Man employed at pinning, loading, and/or cementing insulators or similar ware ..	260 0	6 6	257 0	6 5½/10
Sanitary ware presser ..	263 0	6 6½/10	260 0	6 6
Head packer ..	263 0	6 6½/10	260 0	6 6
Packer who packs articles with protective substances into containers with secured lids ..	259 0	6 5½/10	256 0	6 4½
Other packers ..	256 0	6 4½	253 0	6 3½/10
Ball mill operator (dry grind) ..	260 0	6 6	257 0	6 5½/10
Leading hand slip making ..	262 0	6 6½	259 0	6 5½/10
Slip house attendant ..	257 0	6 5½/10	254 0	6 4½
Tea-pot hand presser ..	262 0	6 6½	259 0	6 5½/10
Man fixing handles or spouts ..	259 0	6 5½/10	256 0	6 4½
Hollow ware presser ..	262 0	6 6½	259 0	6 5½/10
Turner—insulator—				
1st 12 months' experience ..	265 0	6 7½	262 0	6 6½
Thereafter ..	270 0	6 9	267 0	6 8½/10
Turner—other ..	265 0	6 7½	262 0	6 6½
Jolly hand—insulator—				
1st 12 months' experience ..	263 0	6 6½/10	260 0	6 6
Thereafter ..	268 0	6 8½	265 0	6 7½
Jolly hand—other ..	263 0	6 6½/10	260 0	6 6



## All Other Employees—continued.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
(i) MALES—continued.				
General Pottery and Insulator Making—continued.				
Jigger hand .. ..	263 0	6 6 <sup>9</sup> / <sub>10</sub>	260 0	6 6
Man sand-papering ware on machine ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Man sanding insulators weighing 8 lb. or over .. ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Machine rigger .. ..	260 0	6 6	257 0	6 5 <sup>1</sup> / <sub>10</sub>
Caster .. ..	262 0	6 6 <sup>3</sup> / <sub>4</sub>	259 0	6 5 <sup>7</sup> / <sub>10</sub>
Stoneware thrower—				
4th year's experience .. ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
5th year's experience .. ..	263 0	6 6 <sup>9</sup> / <sub>10</sub>	260 0	6 6
and thereafter .. ..	271 0	6 9 <sup>9</sup> / <sub>10</sub>	268 0	6 8 <sup>3</sup> / <sub>4</sub>
Head placer inside kiln .. ..	262 0	6 6 <sup>3</sup> / <sub>4</sub>	259 0	6 5 <sup>7</sup> / <sub>10</sub>
Head dipper .. ..	266 0	6 7 <sup>1</sup> / <sub>2</sub>	263 0	6 6 <sup>9</sup> / <sub>10</sub>
Dipper and/or spray operator .. ..	262 0	6 6 <sup>3</sup> / <sub>4</sub>	259 0	6 5 <sup>7</sup> / <sub>10</sub>
Other placer .. ..	260 0	6 6	257 0	6 5 <sup>1</sup> / <sub>10</sub>
Sagger maker .. ..	260 0	6 6	257 0	6 5 <sup>1</sup> / <sub>10</sub>
Man operating box on sagger machine ..	255 0	6 4 <sup>1</sup> / <sub>2</sub>	252 0	6 3 <sup>3</sup> / <sub>4</sub>
Presser (screw and lever-type inclusive) ..	262 6	6 6 <sup>3</sup> / <sub>4</sub>	259 6	6 5 <sup>7</sup> / <sub>10</sub>
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Hand feeder of raw or burnt clay into crusher or grinding pan .. ..	260 0	6 6	257 0	6 5 <sup>1</sup> / <sub>10</sub>
Grinder of burnt ware .. ..	262 0	6 6 <sup>3</sup> / <sub>4</sub>	259 0	6 5 <sup>7</sup> / <sub>10</sub>
Potter's printer .. ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
Man operating lever on sagger machine ..	257 0	6 5 <sup>1</sup> / <sub>10</sub>	254 0	6 4 <sup>1</sup> / <sub>2</sub>
All others (except burners, mould-makers, clayhole men, and men boring or using explosives) .. ..	253 0	6 3 <sup>9</sup> / <sub>10</sub>	250 0	6 3
*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 5s. per week.				
(ii) FEMALES.				
All Departments.				
Females .. ..	178 6	4 5 <sup>1</sup> / <sub>2</sub>	176 0	4 4 <sup>1</sup> / <sub>2</sub>

Provided that a female doing any work classified for a male in clause 24 hereof shall receive the above-mentioned wages rate plus an amount of 75 per cent. of the appropriate margin prescribed in Column "A" of such clause, calculated to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

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





# VICTORIA GOVERNMENT GAZETTE.

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**No. 362]**

**MONDAY, MAY 17.**

**[1954**

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
11th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### PRINTERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 15th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

#### 2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) .. ..	15 6 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation .. ..	14 16 0
	(b) For a second period of six months' probation .. ..	14 19 6
	(c) Thereafter the rate for a machine compositor.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES—continued.		£ s. d.
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid . . . . .	15 6 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine . . . . .	14 16 0
5	Operator of a Wells' cross-rule form machine . . . . .	15 6 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) . . . . .	13 13 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine . . . . .	14 16 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) . . . . .	13 13 6
9	Proof reader and/or reviser . . . . .	14 19 6
10	Copy holder . . . . .	13 4 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand or Ludlow machine compositor) . . . . .	14 16 0
12	Electrotypist (which shall include an employee preparing lead for matrix moulding purposes) . . . . .	14 16 0
13	Stereotypist . . . . .	14 16 0
14	Engraver on wood or metal . . . . .	14 16 0
15	Letterpress machinist . . . . .	14 16 0
16	Railway ticket printer—single machine . . . . .	13 19 6
17	Railway ticket printer—multiple machine . . . . .	14 1 6
18	Machinist working a flat-bed machine printing from a reel . . . . .	14 16 0
19	Letterpress rotary machinist . . . . .	14 16 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper . . . . .	13 16 6
21	Collapsible tube printing machinist . . . . .	14 16 0
22	Universal process machine operator . . . . .	14 16 0
23	Lithography— (a) Artist and/or designer . . . . . (b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate . . . . . (c) Lithographic pressman and/or lithographic manual transferer . . . . . (d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates . . . . . (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) (e) Lithographic machinist, including lithographic tin printer . . . . .	15 2 6 14 18 0 14 16 0 13 6 0
24	Photogravure machinist . . . . .	14 16 0
25	Bookbinder . . . . .	14 16 0
26	Marbler . . . . .	14 16 0
27	Hand indexer . . . . .	14 16 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) . . . . .	14 16 0
29	Finisher . . . . .	14 16 0
30	Pocket-book maker . . . . .	14 16 0
31	Ticket maker, turned-in work . . . . .	14 16 0
32	Blotting pad maker . . . . .	14 16 0
33	Portfolio maker . . . . .	14 16 0
34	Person engaged in sawing and/or rolling books . . . . .	14 16 0
35	Loose sheet cover maker . . . . .	14 16 0
36	Edge-gilder . . . . .	14 16 0
37	Leather cutter . . . . .	14 16 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37) . . . . .	13 9 6
39	Embossing machinist . . . . .	14 16 0
40	Map and plan mounter and/or varnisher . . . . .	14 16 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine . . . . .	14 16 0
42	Guillotine machine operator . . . . .	14 16 0
43	Employee operating a milk bottle wad making machine . . . . .	13 13 0
44	Waxer . . . . .	13 11 0
45	Sheet varnishing and/or sheet gumming machinist . . . . .	13 6 0
46	Rotary reel gumming machinist . . . . .	13 9 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping . . . . .	13 2 0
48	Printing ink mixer and/or maker . . . . .	13 3 0
49	Bronzing machine operator . . . . .	13 6 0
50	Roller maker . . . . .	15 3 0
51	Feeder on any kind of machine . . . . .	12 18 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued</i> .		
		£ s. d.
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	14 9 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	14 9 0
54	Storeman	13 6 0
55	Packer and/or despatcher	13 6 0
56	Any other adult male	12 14 0
57	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. Provided that until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of day-time light or power restrictions, shall be 12s.	
TABLE "B"—ADULT FEMALES: (Including non-adult females of at least five years' experience.)		
1	Female head packer when employed as such	10 4 6
2	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	10 4 6 10 3 6
3	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	10 2 6 10 2 6
4	Female hand or machine sewer and taker down or repairer of letterpress work	10 2 6
5	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	10 2 6
6	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	10 2 6
7	Female copy holder	10 2 6
8	Female embosser	10 3 6
9	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	10 2 6
10	A female employee in charge of or who supervises, directs, or is responsible for the work of :— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	10 6 6 10 18 0 11 5 6
11	Female employees not otherwise specified	9 11 0

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

#### FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: Provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

## RATES FOR JUNIORS AND APPRENTICES.

## 4. Where the work is performed by a male junior, not being an apprentice—

	Third Column. Weekly Wage.
Where the work is performed by a male junior, not being an apprentice :	£ s. d.
Under 15 years of age .. .. .	2 16 0
Between 15 and 16 years of age .. .. .	3 8 6
Between 16 and 17 years of age .. .. .	4 9 0
Between 17 and 18 years of age .. .. .	5 19 6
Between 18 and 19 years of age .. .. .	7 10 0
Between 19 and 20 years of age .. .. .	9 3 0
Between 20 and 21 years of age .. .. .	10 16 0
Where the work is performed by a male apprentice :	
First year .. .. .	3 6 6
Second year .. .. .	4 16 0
Third year .. .. .	5 11 0
Fourth year .. .. .	6 13 0
Fifth year .. .. .	8 3 0
Sixth year .. .. .	11 2 0
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience .. .. .	3 0 6
Second year's experience .. .. .	4 1 0
Third year's experience .. .. .	5 1 0
Fourth year's experience .. .. .	6 1 6
Fifth year's experience .. .. .	7 12 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that the words "In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 114s. 9d. for each full week or a *pro rata* amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition shall be amended by the substitution of the amount of 121s. 6d. for the said amount of 114s. 9d.



# VICTORIA GOVERNMENT GAZETTE.

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**MONDAY, MAY 17.**

**[1954**

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this  
11th day of May, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, and 4 of Part I., and clause 24 of Part III., of the Determination made on the 8th December, 1954, and in force from the same date, shall be replaced by the following clauses:—

#### PART I.

#### WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2.

#### APPRENTICES AND IMPROVERS.

Wages Per Week of 40 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	195 0	64 6	75 0	73 0	64 6	<b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.
16 to 17 years of age		85 6	85 6	98 6	85 6	
17 to 18 years of age		114 0	98 0	110 6	98 0	
18 to 19 years of age		162 0	109 0	130 6	109 0	
19 to 20 years of age		243 0	202 6	132 0	143 0	
20 to 21 years of age	264 0	241 0	150 0	168 0	144 6	<b>MALE IMPROVERS.</b> <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 286s. per week of 40 hours.  <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 268s. per week of 40 hours.
Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.						

Wages Per Week of 40 Hours.					Number (in any place).
					<p><b>FEMALE IMPROVERS.</b></p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 187s. per week of 40 hours.</p> <p><i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i></p> <p>Two female improvers to every three or fraction of three female workers receiving not less than 187s. 6d. per week of 40 hours.</p> <p><i>Egg Packing Establishments.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 205s. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving not less than 181s. per week of 40 hours.</p>

## 3. OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

### JUNIOR RATES.

*Wages Per Week of 40 Hours.*

[illegible]

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

## 4. (a) OTHER EMPLOYEES.

MALES.

**IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.**

	Wages Per Week of 40 Hours.
	<i>s. d.</i>
(i) Storemen or Packers .. .. .	284 0
Leading hands—as defined in clause 22 hereof—	
(I.) .. .. .	269 0
(II.) .. .. .	274 0
(III.) .. .. .	274 0
(IV.) .. .. .	284 0
Blender as defined in clause 22 hereof—Grade 1	284 0
Blender as defined in clause 22 hereof—Grade 2	270 0
Blender as defined in clause 22 hereof—Grade 3	269 0
Where a blender is also a leading hand as defined he shall be paid the appropriate rate hereinbefore prescribed for a leading hand plus the following additional amounts:—	
Blender as defined Grade 1 .. .. .	£1
Blender as defined Grade 2 .. .. .	15s.
Blender as defined Grade 3 .. .. .	5s.
Spray stencilling of drums .. .. .	269 0
Spray painting of drums in an enclosed place .. .. .	274 0
Refinery operatives—	
Stillman .. .. .	294 0
Assistant stillman .. .. .	284 0
Storeman and/or packer filling hot bitumen into drums .. .. .	267 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 3½d. adjustable under clause 67 hereof.	



4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i)	Males employed in (or on) or in connexion with—									
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
Column No.	1	2	3	4	5	6	7	8	9	10
WAGES PER WEEK OF—										
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(a) Works singly or is assisted by a person under 18 years of age	284 0	275 8	279 0	271 0	270 6	281 0	270 6	272 6	280 0	272 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—										
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .	284 0	275 8	279 0	273 6	272 9	287 3	272 9	279 9	282 3	274 9
(ii) 7 or more such persons .. .. .	284 0	275 8	279 0	287 6	287 6	301 9	287 6	288 9	296 3	288 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device .. .. .	276 0	276 0	276 0	276 0	276 0	276 0	276 0	276 0	276 0	276 0
Storeman in charge of a bulk store removed from the main place of business .. .. .	..	..	..	..	270 6	..	270 6	272 6	280 0	272 6
Packers of crockery, china, or glassware .. .. .	..	..	..	..	..	..	..	..	..	273 0
Packers of metal window frames .. .. .	..	..	..	..	..	..	..	..	..	268 0
Persons handling pianos, piano-players, or organs .. .. .	..	..	..	..	..	..	..	..	..	268 0
All male adults not otherwise provided for .. .. .	284 0	275 8	279 0	268 0	266 0	281 0	266 0	268 0	276 9	268 0

(ii) \* A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. 3<sup>9</sup>/<sub>16</sub>d. per hour whilst so employed. This rate includes 1<sup>1</sup>/<sub>2</sub>d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 10 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
- (x) Wholesale softgoods warehouses.
- (xi) Wholesale chemists, or manufacturing chemists' establishments.
- (xii) Tobacco stores.
- (xiii) Paint, painters' oils, colour and varnish stores.
- (xiv) Seed stores.
- (xv) Any place not elsewhere included in clause 4 (b) or 4 (c).

**4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

**MALES.**

	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or 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>
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store) .. .. .	263 0	269 6	260 0
Storeman and/or Packer .. .. .	265 6	272 0	262 6

**4. (d) EGG PACKING ESTABLISHMENTS.**

<i>Males.</i>		<i>Females.</i>	
	40 Hours. <i>s. d.</i>		40 Hours. <i>s. d.</i>
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(a) Works singly .. .. .	290 6	(a) Works singly .. .. .	215 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons .. .. .	292 9	(i) 1, 2, 3, 4, 5 or 6 such persons ..	218 0
(ii) 7 to 12 such persons .. .. .	299 6	(ii) 7 to 12 such persons .. .. .	224 0
(iii) 13 or more such persons .. .. .	306 0	(iii) 13 or more such persons .. .. .	230 0
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	276 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for ..	286 0	With less than eight weeks' experience ..	205 0
		With eight weeks' or more experience ..	215 0

**4. (e) OTHER FEMALES.**

	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours. <i>s. d.</i>	40 Hours. <i>s. d.</i>
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly .. .. .	197 6	184 0
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—		
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .	204 6	187 0
(ii) 7 or more such persons .. .. .	216 6	204 0
Females employed packing or sorting laundry work .. .. .	..	187 0
Packers of crockery, china, or glass ware .. .. .	..	200 6
All female adults not otherwise provided for .. .. .	187 6	181 0

**PART III.**

**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**

**CASUAL WORK.**

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 7½d. per hour.

Clauses, other than clauses 2, 3, and 4, of Part I., and clause 24 of Part III., of the said Determination shall remain in force.