



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June 1954.

H. N. JONES,
Acting Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 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 per Week of 40 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	14 13 6	15 0 6	14 10 6
Annealer and/or case hardener	13 10 6	14 6 0	13 16 6
Brassfinisher (tradesman)	14 9 0	14 15 6	14 6 0
Brassfinisher (2nd class)	13 14 0	14 0 6	13 11 0
Brass polisher	13 7 0	13 13 6	13 4 0
Blacksmith's machinist	13 5 0	13 11 6	13 2 0
Brass-smith, coppersmith, or other smith	14 10 6	14 17 0	14 7 6
Fitter and/or turner	14 9 0	14 15 6	14 6 0
Fitter, turbine blade	14 13 6	15 0 0	14 10 6
Forger and/or faggoter	15 7 6	15 14 0	15 4 6
Heat treater	14 13 6	15 0 0	14 10 6
Heat treater not subject to plant metallurgical supervision	15 2 0	15 8 6	14 19 0
Heat treater operative (as defined)	13 6 0	13 12 6	13 3 0
Inspector	15 4 6	15 11 0	15 1 6
Key-seating machinist	13 14 0	14 0 6	13 11 0
Locksmith	14 9 0	14 15 6	14 6 0
Machine setter	14 9 0	14 15 6	14 6 0
Machinist—1st class	14 9 0	14 15 6	14 6 0
Machinist—2nd class	13 14 0	14 0 6	13 11 0
Machinist—3rd class	13 5 0	13 11 6	13 2 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 13 6	15 0 0	14 10 6
Motor cycle mechanic	14 4 6	14 11 0	14 1 6
Motor mechanic	14 9 0	14 15 6	14 6 0
Mould polisher	13 3 0	13 9 6	13 0 0
Patternmaker	15 2 0	15 8 6	14 19 0
Pipe fitter on low pressure work	13 14 0	14 0 6	13 11 0
Process worker	12 10 0	13 5 6	12 16 0
Refrigeration mechanic or serviceman	14 9 0	14 15 6	14 6 0

Wages per Week of 40 Hours—continued.

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.
<i>(a) Engineering and Brassworking Section—continued.</i>			
Safe maker and/or repairer (security work) ..	14 9 0	14 15 6	14 6 0
Scalemaker and/or adjuster	14 9 0	14 15 6	14 6 0
Scientific instrument maker	15 2 0	15 8 6	14 19 0
Toolmaker	15 2 0	15 8 6	14 19 0
Toolsmith	14 13 6	15 0 0	14 10 6
Wet stone grinder and glazier (tradesman) ..	14 9 0	14 15 6	14 6 0
Welder—Special class (as defined)	14 13 6	15 0 0	14 10 6
Welder—1st class (as defined)	14 9 0	14 15 6	14 6 0
Welder—2nd class	13 5 0	13 11 6	13 2 0
Welder—3rd class	13 1 0	13 7 6	12 18 0
Welder—tack	13 3 0	13 9 6	13 0 0
Jobbing moulder and/or coremaker	14 9 0	14 15 6	14 6 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 5 0	13 11 6	13 2 0
2nd six months' experience	13 8 0	13 14 6	13 5 0
3rd six months' experience	13 11 0	13 17 6	13 8 0
Thereafter	13 16 0	14 2 6	13 13 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.			
Other employees with not less than three months' experience in the metal trades industry ..	12 6 0	12 12 6	12 3 0
Employee not elsewhere classified	12 0 0	12 6 6	11 17 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	14 10 6	14 17 0	14 7 6
Cash register mechanic	14 10 6	14 17 0	14 7 6
Tradesman	14 9 0	14 15 6	14 6 0
First-class mechanic	13 19 6	14 6 0	13 16 6
Second-class mechanic	13 16 0	14 2 6	13 13 0
Process worker	12 19 0	13 5 6	12 16 0
Other employees with not less than three months' experience in the metal trades industry ..	12 6 0	12 12 6	12 3 0
Employee not elsewhere classified	12 0 0	12 6 6	11 17 0

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

	s. d.
Tradesmen	4 6 per week.
All other labour	3 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 electrical 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 their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

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.

APPRENTICESHIP.

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

Apprenticeship Trades.

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

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.

- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—Special class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

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.

Instruction in Welding.

- (d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning 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.

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

In the trades of—

- Welder—Special class;
- Motor mechanic; and
- Moulder and/or coremaker—jobbing;

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

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

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

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

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

- (f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—
If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.
For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

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

Wages.

- (i) The minimum weekly rates of wage for apprentices shall be the 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.

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

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 0	5 4 6	5 0 6
3rd year	54	6 8 0	6 11 6	6 6 6
4th year	83	9 16 6	10 2 0	9 14 0
5th year	100 plus 6s.	12 3 0	12 9 6	12 0 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	4 0 6	4 3 0	3 19 6
2nd year	54	6 8 0	6 11 6	6 6 0
3rd year	83	9 16 6	10 2 0	9 14 0
4th year	100 plus 6s.	12 3 0	12 9 6	12 0 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 0	5 4 6	5 0 6
3rd year	54	6 8 0	6 11 6	6 6 6
4th year	83	9 16 6	10 2 0	9 14 0
5th year	100 plus 6s.	12 3 0	12 9 6	12 0 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—			
			Per Week.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraambool; and within Milderu and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
				s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under one month's experience ..	75	..	8 17 6	9 2 6	8 15 6	
All others ..	75	16 0	9 13 6	9 18 6	9 11 6	
When employed in a classification for which the corresponding margin in clause 26 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein proscribed.						
<i>II.—Junior Females.</i>						
		Additional Amount.				
17 years of age and under ..	52	3 6	4 16 0	4 18 6	4 15 0	
18 years of age ..	62	4 0	5 14 0	5 17 0	5 13 0	
19 years of age ..	72	4 6	6 12 6	6 16 0	6 11 0	
20 years of age ..	82	5 0	7 10 6	7 14 6	7 9 0	
<i>III.—Junior Males.</i>						
Under 16 years of age ..	24	2 0	2 19 0	3 0 6	2 18 0	
16 years of age ..	34	3 0	4 3 6	4 6 0	4 2 6	
17 years of age ..	46	4 0	5 13 0	5 16 0	5 11 6	
18 years of age ..	58	5 0	7 2 6	7 6 0	7 0 6	
19 years of age ..	73	6 0	8 19 0	9 4 0	8 17 0	
20 years of age ..	88	7 0	10 15 6	11 1 6	10 13 0	
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.						
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age ..	24	3 0	3 0 0	3 1 6	2 19 0	
16 years of age ..	32	4 3	4 0 0	4 2 0	3 19 0	
17 years of age ..	58	8 0	7 5 6	7 9 0	7 3 6	
18 years of age ..	73	10 0	9 3 0	9 8 0	9 1 0	
19 years of age and over ..	88	11 6	11 0 0	11 6 0	10 17 6	

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

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

(c) 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.

Prohibited Occupations.

(d) Junior employees shall not be employed:—

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

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



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MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

HOTEL AND RESTAURANT BOARD.

Clauses 2, 3, 36 and 52 of the Determination made on the 2nd February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2.

APPRENTICES AND IMPROVERS.

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

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

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYERS.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 6 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barman	267 0	..	264 0	..
Cellarman	279 0	..	276 0	..
Assistant Cellarman	267 0	..	264 0	..
Barmaids .. .. .	..	267 0	..	264 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	307 0	247 6	304 0	246 3
Five, six, or seven	297 0	237 6	294 0	236 3
Three or four	279 0	219 6	276 0	218 3
Other first cooks, or cook employed alone	273 0	213 6	270 0	212 3
Second cook where number of persons employed in kitchen is—				
Eight or more	289 0	230 0	286 6	228 9
Five, six, or seven	279 6	220 0	276 6	218 9
Other second cooks	267 0	211 6	264 0	210 6
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	289 6	230 0	286 6	228 9
Five, six, or seven	279 6	220 0	276 6	218 9
Other night or relieving cooks	267 0	211 6	264 0	210 6
Larder cook	270 0	210 6	267 0	209 3
Pastrycook	273 0	213 6	270 0	212 3
Stove, grill, fish, third or breakfast cook	267 0	207 6	264 0	206 3
Vegetable or assistant cook	264 0	204 6	261 0	203 3
Oysterman	257 0	..	254 0	..
Pantryman or kitchenman	257 0	..	254 0	..
Storeman	264 0	..	261 0	..
Head waiter	267 0	..	264 0	..
Other waiters (Drink and/or food)	257 0	..	254 0	..
Night porter	257 0	..	254 0	..
Day porter	257 0	..	254 0	..
Billiard-room attendant	257 0	..	254 0	..
Commissionaire or messenger	257 0	..	254 0	..
Housekeeper, stewardess, or manageress .. .. .	..	191 6	..	190 3
Laundress .. .. .	..	207 6	..	206 3
Head waitress .. .. .	..	195 6	..	194 3
Other waitresses .. .. .	..	197 6	..	196 3
Pantrymaid or kitchenmaid .. .. .	..	191 6	..	190 3
Housemaid .. .. .	..	191 6	..	190 3
Persons not otherwise provided for	257 0	101 6	254 0	190 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 107 6	..	Per week of 20 hours 106 6

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

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

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

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

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

CLUBS.

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

OTHER EMPLOYERS.

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

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

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

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

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

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

52. (a) APPRENTICES OR IMPROVERS.

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

(b) OTHER EMPLOYEES.

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

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

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

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

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

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

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

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

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MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination made on the 16th 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>s. d.</i>
Stamper who puts in die and makes force	284 6
Repairer	284 6
Maker-up	284 6
Spinner, 1st class	278 0
Spinner (other)	263 0
Die setter	263 0
Drop hammer stamper (other than one who puts in die and makes force)	261 0
Press operator (heavy)	261 0
Press operator (light)	259 0
Pickler	260 0
Hand blanker	259 0
Other employees with not less than three months' experience in the metal trades industry	246 0
All others	240 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.

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

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.

Proportion.

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

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for “all others”.

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 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, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

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

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 16 0
2nd year	43	5 2 0
3rd year	54	6 8 0
4th year	83	9 16 6
5th year	100 + 6s.	12 3 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	4 0 6
2nd year	54	6 8 0
3rd year	83	9 16 6
4th year	100 + 6s.	12 3 0

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

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 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 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	£ s. d.
<i>I.—Adult Females.</i>			
Under one month's experience	75	..	8 17 6
All others	75	16 0	9 13 6
<i>II.—Junior Females.</i>			
		<i>Additional Amount.</i>	
17 years of age and under	52	3 6	4 16 0
18 years of age	62	4 0	5 14 0
19 years of age	72	4 6	6 12 6
20 years of age	82	5 0	7 10 6
<i>III.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 19 0
16 years of age	34	3 0	4 3 6
17 years of age	46	4 0	5 13 0
18 years of age	58	5 0	7 2 6
19 years of age	73	6 0	8 19 0
20 years of age	88	7 0	10 15 6

* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. 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 and in addition thereto the additional amount prescribed for such an employee:

Prohibited Occupations.

(c) Junior employees shall not be employed:—

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

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



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MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1 of the 4th January, 1954, shall be replaced by the following clause:—

2.

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

PROPORTION (WITHIN ANY FLAG).

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	6 11 $\frac{1}{2}$	278 0	} 40
Gardeners†	6 7 $\frac{1}{2}$	265 0	
Gardeners' labourers	6 4 $\frac{1}{2}$	255 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	6 7 $\frac{1}{2}$	265 0	} 40
Gardeners' labourers	6 3 $\frac{1}{2}$	252 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	6 11 $\frac{1}{2}$	278 0	} 40
Gardeners†	6 7 $\frac{1}{2}$	265 0	
Gardeners' labourers	6 4 $\frac{1}{2}$	255 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	6 11 $\frac{1}{2}$	278 0	} 40
Gardeners†	6 7 $\frac{1}{2}$	265 0	
Gardeners' labourers	6 4 $\frac{1}{2}$	255 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	6 7 $\frac{1}{2}$	265 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	6 11 $\frac{1}{2}$	278 0	} 40
Gardeners†	6 7 $\frac{1}{2}$	265 0	
Gardeners' labourers	6 4 $\frac{1}{2}$	255 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	6 11 $\frac{1}{2}$	278 0	} 40
All others	6 5 $\frac{11}{20}$	258 6	

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

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



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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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

PLASTERERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination made on the 16th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops.

2.

WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	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>
1st year ..	29	68 6	2 8	71 2	15 years of age	29	68 6	2 8	71 2
2nd year ..	38	90 0	5 4	95 4	16 years of age	38	90 0	5 4	95 4
3rd year ..	53	125 6	8 0	133 6	17 years of age	53	125 6	8 0	133 6
4th year ..	76	180 0	10 8	190 8	18 years of age	76	180 0	10 8	190 8
5th year ..	98	232 6	13 4	245 10	19 years of age	98	232 6	13 4	245 10
6th year ..	100 plus 27s.	264 0	16 0	280 0	20 years of age	100 plus 27s.	264 0	16 0	280 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 32s. 4d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 32s. 4d. per week of 40 hours.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Men employed on swings, bosun's chairs, lifts, or any other suspended platform	8 4½	335 0
All other plasterers	8 1	323 4

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

PART II.

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

2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Adjustable Wage.	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>
1st year ..	29	68 6	2 8	71 2	15 years of age	29	68 6	2 8	71 2
2nd year ..	38	90 0	5 4	95 4	16 years of age	38	90 0	5 4	95 4
3rd year ..	53	125 6	8 0	133 6	17 years of age	53	125 6	8 0	133 6
4th year ..	76	190 0	10 8	190 8	18 years of age	76	180 0	10 8	190 8
5th year ..	98	232 6	13 4	245 10	19 years of age	98	232 6	13 4	245 10
6th year ..	100 plus 27s.	264 0	16 0	280 0	20 years of age	100 plus 27s.	264 0	16 0	280 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 316s. 8d. per week.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 316s. 8d. per week.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Men employed on under-ground sewer or tunnel plastering	8 0½	320 6*
All other plasterers	7 11	316 8*

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

* Rates include 6s. war loading.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 547]

MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

RETAIL DAIRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 32 of the 29th January, 1954, shall be replaced by the following clause—

2.

Improvers.				Other Employees.			
Wages Per Week of 40 Hours.				Wages.*			
	Shift Workers.		All Others.			Per Week of 40 Hours.	
	Percentage of Basic Wage.	Amount.	Percentage of Basic Wage.	Amount.		Shift Workers.	All Others.
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
Under 16 years ..	..	..	50	*118 6	Manager	*291 6	*280 6
16-17 years ..	..	..	58	*137 6	Foreman	*286 6	*275 6
17-18 years ..	..	..	66	*156 6	Operator of—		
18-19 years ..	84	*100 0	75	*177 6	Pasteurizer	*272 6	*261 6
19-20 years ..	92	*218 0	84	*199 0	Separator or milk cooler ..	*267 6	*256 6
20-21 years ..	98	*232 6	90	*213 6	Washer or sterilizer of cans or		
					bottles	*267 6	*256 6
					All others	*266 6	*255 6

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 25s. 6d. per week of 40 hours.

* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 11s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

* An additional amount of 20s. per week shall be paid to all employees provided—

(i) that this amount shall not be paid to any employee who absents himself from work without reasonable excuse on any day he is so required to work; and

(ii) sub-clause (i) hereof shall not apply to the rostered day off or to an employee who is absent on sick leave pursuant to clause 11.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act* 1934 that this trade is so unskilled that no person should be taken as an apprentice to it.

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

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No. 548]

MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour

SCIENTIFIC AND TECHNICAL WORKERS' BOARD.

Clause 2 of the Determination made on the 7th December, 1953, and in force as from that date, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2. (a)		Trainees.	
Age.	* Percentage of Basic Wage.	Weekly Wage.	
		Male.	Female.
		£ s. d.	£ s. d.
16 years	45	5 6 6	4 0 0
17 years	60	7 2 0	5 6 6
18 years	75	8 17 6	6 13 0
19 years	90	10 13 6	7 19 6
20 years	100 plus 5s.	12 2 0	9 2 6
21 years	100 plus 27s. 6d.	13 4 6	10 5 0
22 years	100 plus 42s. 6d.	13 19 6	11 0 0
23 years or over ..	100 plus 57s. 6d.	14 14 6	11 15 0

* The percentages set out in the case of male trainees are related to the male basic wage, and in the case of female trainees to the female basic wage.

Proportion:—The proportion of trainees in any establishment shall not exceed one trainee to every three or fraction of three chemists who are at least graduate chemists.

Notwithstanding anything contained in this Determination, any person who on the 1st November, 1951, was employed and whose engagement or continued employment as a trainee, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for a trainee of like age.

(b) *Female Technical Assistants.*

Age.	Percentage of Female Basic Wage.	Weekly Wage.
		£ s. d.
16 years	45	4 0 0
17 years	60	5 6 6
18 years	75	6 13 0
19 years	90	7 19 6
20 years	100 plus 5s.	9 2 6
21 years or over .. .	100 plus 27s. 6d.	10 5 0

(c) *Other Employees.*

	Weekly Wage.	
	Male.	Female.
	£ s. d.	£ s. d.
(i) Graduate chemist (as defined)—		
1st year of experience as such	15 7 0	12 7 6
Thereafter	16 2 0	13 2 6
(ii) Qualified chemist (as defined)—		
1st year of experience as such	16 17 0	13 17 6
Thereafter	17 12 0	14 12 6
(iii) Adult male technical assistant (as defined)	14 0 0	

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



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MONDAY, JUNE 21.

[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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination made on the 10th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. (a)

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		<i>s. d.</i>			<i>s. d.</i>
15 years of age or under	31	73 6	15 years of age or under	37	65 6
16 years of age	44	104 6	16 years of age	43	76 6
17 years of age	60	142 0	17 years of age	56	99 6
18 years of age	78	185 0	18 years of age	70	124 0
19 years of age	97	230 0	19 years of age	83	147 6
20 years of age	100 plus 16s.	252 0	20 years of age	97	172 0

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

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

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

(b) OTHER EMPLOYEES.

	Wages per week of 40 hours.	
	Males.	Females.
	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies :—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	289 0	265 6
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—		
Male	280 0	--
Female—		
Where one or more adult males are under her control .. .. .	..	256 6
In other cases .. .. .	..	205 6
Other employees	274 0	193 0

(c) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

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



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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 May, 1954.

Dated at Melbourne, this
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination made on the 10th December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

Apprentices and Improvers.						Other Employees.	
Males.			Females.			Wages per Week of 40 Hours.	
—	Per-centage of Basic Wage.	Weekly Wage.	—	Per-centage of Female Basic Wage.	Weekly Wage.		
		<i>s. d.</i>			<i>s. d.</i>	<i>s.</i>	<i>d.</i>
15 years of age or under ..	30	71 0	15 years of age or under ..	37	65 0	..	275 6
16 years of age ..	39	92 6	16 years of age ..	43	76 6	..	202 3
17 years of age ..	48	114 0	17 years of age ..	53	94 0	(c) Shop Assistants—	
18 years of age ..	60	142 0	18 years of age ..	63	112 0	(i) Males	265 3
19 years of age ..	73	173 0	19 years of age ..	74	131 6	(ii) Females	189 0
20 years of age ..	87	206 0	20 years of age ..	85	151 0		

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

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

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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
17th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

Clause 2 of the Determination made on the 11th December, 1953, and in force as from that date shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.				
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.			
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under	31	73 6	36	64 0	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage— Where two such persons are under his or her control Where three or more such persons are under his or her control <i>All Others.</i> (a) Employed in connexion with the sale or distribution of newspapers (b) Employed at any other work				
16 years of age	38	90 0	46	81 6		287 6	218 6	287 6	218 6
17 years of age	48	114 0	56	99 6		298 0	232 6	298 0	232 6
18 years of age	62	147 0	65	115 6					
19 years of age	76	180 0	75	133 0					
20 years of age	91	215 6	84	149 0					
PROPORTIONS (by any employer). <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed by the Board. <i>Improvers.</i> Two improvers to each adult worker receiving not less than 26s. 6d. per week of 40 hours in the case of a male adult and 17s. 6d. per week of 40 hours in the case of a female adult.									

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

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