



VICTORIA
GOVERNMENT GAZETTE

Published by Authority.

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

No. 641]

WEDNESDAY, JUNE 30.

[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
29th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 22nd February, 1954, and in force on that date, shall be replaced by the following clauses:—

WAGES.

2.

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

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

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

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

Note.—(i) Classifications marked thus * apply only in the manufacture and/ or repair of railway rolling stock.

(ii) Where in the Production Repair and/or Reconditioning section of this clause no rate is fixed for a particular class of work but there is a rate fixed for that class of work in either of the other sections of this clause, the rate to be paid to an employee performing that class of work in connexion with the manufacture and/or repair of railway cars and/or waggons shall be that prescribed in either of the other relevant sections of this clause.

(iii) For the purposes of this Determination "a driver whose work is confined to plant area" shall include an employee driving vehicles between plants of an employer or between different buildings or areas of an employer's establishment, which plants, buildings or areas are not more than a quarter of a mile apart in a direct line.

FEMALE WORKERS.

ADULT FEMALES.

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

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
Adult females	75	8 17 6	9 2 6	8 15 6

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

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

- (i) does not exceed 28s. per week—16s. per week.
- (ii) exceeds 28s. per week but does not exceed 40s. per week—75 per centum of such margin.

JUNIOR FEMALES.

(b) Wages per Week of 40 Hours.

	Percentage of Basic Wage for Adult Females.	Additional Amount.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per week. s. d.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 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

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

MALE JUNIOR WORKERS.

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

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

	Percentage of Basic Wage for Adult Males.	Additional Amount.	Wages per Week of 40 Hours.		
			Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
		Per week. s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 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

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

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

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

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

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

Prohibited Occupations.

- (f) Junior employees shall not be employed—
- (i) If under the age of 16 years—on oil or gas burners or fires used for heating of small articles, or using electric arc or oxy acetylene blow pipe; or
 - (ii) If under 18 years of age—die setting on power presses; as furnacemen or assistant furnacemen; or as operators of power driven guillotines.

APPRENTICES.

Apprenticeship Trades.

5. (a) Minors, other than indentured apprentices, shall not be employed in the following occupations:—
- (i) Bodymaker (first class) and/or wheelmaker and wheelwright in wood and/or metal and or substitutes.
 - (ii) Fitter and/or turner.
 - (iii) Metal machinist (first class).
 - (iv) Motor mechanic (as defined).
 - (v) Painter (i.e., tradesman who mixes, matches, an applies paint).
 - (vi) Patternmaker.
 - (vii) Saw Doctor.
 - (viii) Smith, including coachsmith, spring maker and spring fitter, wheelwright smith and general smith.
 - (ix) Tradesman panel worker and panel beater.
 - (x) Trimmer, development and/or repair work.
 - (xi) Trimmer tradesman on production.
 - (xii) Welder (tradesman).
 - (xiii) Wood machinist (first class).

Contract of Apprenticeship.

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

Proportion.

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

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

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

Period of Apprenticeship.

- (d) The periods of apprenticeship shall be as follows:—
- If the apprentice when articulated is under the age of 17 years 5 years
 - If over the age of 17 years 4 years or 5 years at the option of the contracting parties.

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

Instruction in Welding.

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

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

(f) *Wages.*

	Percentage of Basic Wage for Adult Males.	Wages per Week of 40 Hours.		
		Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 6 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<i>Five Year Term.</i>				
First year	32	£ s. d. 3 16 0	£ s. d. 3 18 0	£ s. d. 3 15 0
Second year	43	5 2 0	5 4 6	5 0 6
Third year	54	6 8 0	6 11 6	6 6 6
Fourth year	83	9 16 6	10 2 0	9 14 0
Fifth year	100 + 6s.	12 3 0	12 9 6	12 0 0
<i>Four Year Term.</i>				
First year	34	4 0 6	4 3 0	3 19 6
Second year	54	6 8 0	6 11 6	6 6 6
Third year	83	9 16 6	10 2 0	9 14 6
Fourth year	100 + 6s.	12 3 0	12 9 6	12 0 0

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

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

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

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

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

Sick Leave, Public Holidays and Annual Leave.

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Adult Apprentices.

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

Lost Time.

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

Prohibition of Premiums.

(m) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 642]

WEDNESDAY, JUNE 30.

[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
29th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination made on the 18th December, 1953, and in force on that date, shall be replaced by the following clauses:—

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 11·525d. per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 73s. 3·855d. per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—
63s. 10·356d. per day.

Thereafter until considered competent by the employer—
70s. 3·106d. per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 80s. 3·38d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 11·525d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 73s. 3·855d. per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder :—

To men employed as pointmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 80s. 3-38d. per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups :—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Dagg, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs :—

(i) Dagg and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs, i.e., sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (other than learners) shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 7-65d. per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killiur pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows :—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—

Calves up to 60 lb. skin on	8.875d. per head.
Calves 61 lb. to 90 lb. skin on	1s. 1.312d. per head.
Calves 91 lb. to 120 lb. skin on	1s. 5.75d. per head.
Calves over 121 lb. skin on	2s. 2.625d. per head.

Skin Off—

Calves under 60 lb. skin off	1s. 0.5d. per head.
Calves 61 lb. to 90 lb. skin off	1s. 8d. per head.
Calves 91 lb. to 120 lb. skin off	2s. 4d. per head.
Calves 121 lb. to 200 lb. skin off	3s. per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—

71s. 9.076d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13.247d. per carcass.

For the purposes of the daily tally:—

A calf up to 64 lb. shall equal 1 calf.

A calf 65 to 121 lb., shall equal $1\frac{1}{2}$ calves.

A calf over 121 lb., shall equal 2 calves.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skimmers skinning cold calves), shall be increased by the sum of 24s. plus sick leave loading of 4.856d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

Pigs.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb.	1s. 1.138d. per head.
101 lb. to 200 lb.	1s. 5.376d. per head.
200 lb. to 300 lb.	2s. 4.625d. per head.
Over 300 lb.	4s. 7.65d. per head.

Hand scudded—

Up to 100 lb.	1s. 10.533d. per head.
101 lb. to 200 lb.	2s. 4.625d. per head.
200 lb. to 300 lb.	3s. 9.526d. per head.
Over 300 lb.	4s. 7.65d. per head.

If pigs are put through singeing machine $6\frac{1}{2}$ d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 24s. plus sick leave loading of 4.856d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

RATES OF PAY TO BONEERS.

6. (a) Boneers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (c) of this clause. The following daily quotas shall apply:—

Beef 38 quarters.

Mutton 65 carcasses.

Veal 57 carcasses (to be ribbed out and birdcaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or

2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily pay the following sub-clause shall apply:—

Beef—

One hind quarter shall equal one quarter of beef.

One forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horse's heads under three ribs shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef.

Five briskets and shins with portion of clod attached shall equal two quarters of beef.

A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. shall equal one and half carcasses.

Two flying foxes shall equal one carcass.

Three trunks shall equal two carcasses.

Three pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Three pairs of hindquarters shall equal two carcasses.

Five pairs of forequarters shall equal two carcasses.

One Trunk with chump attached shall equal one carcass.

When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

Ram—

Rams shall be paid for at double rates whenever done.

Veal—

- One calf under 60 lb. shall equal one carcass.
 One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.
 One calf 121 lb. to 200 lb. shall equal three carcasses.
 Two flying foxes of veal shall equal one carcass.
 Three trunks of veal shall equal two carcasses.
 Three pairs of legs of veal shall equal one carcass.
 Three pairs of loins of veal shall equal one carcass.
 Three pairs of hind-quarters of veal shall equal two carcasses.
 Five pairs of fore-quarters shall equal two carcasses.

The provisions of sub-clause (b) hereof shall not apply so as to reduce the daily quota as prescribed in sub-clause (a) of this clause.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

- Beef—1s. 10·661d. per quarter.
 Mutton—1s. 3·108d. per carcass.
 Veal—1s. 3·108d. per carcass.
 Pork—3s. 9·323d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
 2s. 10·584d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota shall apply:—

- Beef 56 quarters.
 Mutton 130 carcasses.
 Veal 228 carcasses.

For the purpose of computing the daily pay the provisions of sub-clause (b) of clause 6 of this Determination shall apply.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

- (i) Beef 1s. 2·541d. per quarter.
 (ii) Mutton 6·264d. per carcass.
 (iii) Veal 3·571d. per carcass.
 (iv) Pork—to be treated at hourly rates.

(c) Bull Beef shall be paid for at 50% above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8.

WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

	Weekly Wage.	
	£	s. d.
1st year's experience	9 16 6
2nd " "	12 9 3
3rd " "	13 5 9
4th " "	14 17 2
5th " "	Minimum wage

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 8 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.	
	Wages per Day		Wages per Day.
	s. d.		s. d.
16 years and under		Boners (Beef and Mutton)	71 9-150
17 years	30 6-056	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years	34 6-056	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	63 5-956
18 years and under		Slicers and Trimmers	67 10-312
19 years	37 6-056	Sheep Skin classers	68 1-556
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe	63 5-956
20 years	49 7-456	Skin shed labourers	63 1-556
20 years and under		Other Labourers	63 1-556
21 years	54 7-456		

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

32.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—63s. 8·756d. per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 5·022d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 5·922d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 11·419d. per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn	62s. 5·356d. per trip.	} if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn	62s. 5·356d. per trip.	
(c) Sims Cooper Freezing Works, Newport	69s. 5·756d. per trip.	

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—94s. 6·376d. per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

64s. 8·206d. per day.

All others—

63s. 1·556d. per day.

33.

JUVENILE WORKERS.

							Wages per Day.
							s. d.
16 years of age and under 17 years of age	..	..	..	..	..	..	30 6·056
17 years of age and under 18 years of age	..	..	..	..	..	..	34 6·056
18 years of age and under 19 years of age	..	..	..	..	..	..	37 6·056
19 years of age and under 20 years of age	..	..	..	..	..	..	49 7·456
20 years of age and under 21 years of age	..	..	..	..	..	..	54 7·456

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

Clauses, other than clauses 2 to 8 inclusive and clauses 32 and 33, of the said Determination shall remain in force.

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VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 643]

WEDNESDAY, JUNE 30.

[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
28th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BEDSTEAD MAKERS BOARD.

Clauses 2, 3 and 4, of the Determination made on the 9th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

2.	Wages per Week of 40 Hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	262 0	259 0
Chill fitter called on to design and model	277 0	274 0
Other chill fitter	292 0	259 0
Machinist	259 0	256 0
Plater in charge	274 0	271 0
Plater's assistant	260 0	257 0
Polisher and grinder	261 0	258 0
Chipper and caster	258 0	255 0
Bedstead fitter and moulder	262 0	259 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	261 0	258 0
Japanner and lacquerer	259 0	256 0
Other employees with not less than three months' experience in the industry	246 0	243 0
All others	240 0	237 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—
- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
 - (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
 - (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
 - (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
 - (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
 - (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

JUNIOR MALE AND FEMALE LABOUR.

Wages Per Week of 40 Hours.

4.

	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable—	
				Within the Metropolitan District: the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75			177 6	175 6
All others	75	16 0		193 6	191 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	3 6		96 0	95 0
18 years of age	62	4 0		114 0	113 0
19 years of age	72	4 6		132 6	131 0
20 years of age	82	5 0		150 6	149 0
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0		59 0	58 0
16 years of age	34	3 0		83 6	82 6
17 years of age	46	4 0		113 0	111 6
18 years of age	58	5 0		142 6	140 6
19 years of age	73	6 0		179 0	177 0
20 years of age	88	7 0		215 6	213 0
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age	24	2 0	1 0	60 0	59 0
16 years of age	32	2 6	1 9	80 0	79 0
17 years of age	58	5 0	3 0	145 6	143 6
18 years of age	73	6 0	4 0	183 0	181 0
19 years of age and over	88	7 0	4 6	220 0	217 6

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.

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

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

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. 644]

WEDNESDAY, JUNE 30.

[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
28th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CARPENTERS BOARD.

Clause 2 of the Determination made on the 18th February, 1954, and in force as from that date, shall be replaced by the following clause:—

WAGES.

2. (i) Applicable to employees engaged on hourly hiring.

Adult Employees (other than Apprentices).	*Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(i) For stock work	7 4½	7 7	7 3½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	7 11½	8 1½	7 10½
(iii) For work of employees in a mixed enterprise	7 11½	8 1½	7 10½
(iv) For building construction work	8 1½	8 3½	8 0½

* These rates are loaded to cover payment for Public Holidays, Sick Leave, and time lost in following the job.

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

(ii) Applicable to employees engaged on weekly hiring.

Adult Employees other than Apprentices).	†Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(i) For stock work	13 13 3	13 19 9	13 10 3
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	14 14 0	15 0 6	14 11 0
(iii) For work of employees in a mixed enterprise	14 14 0	15 0 6	14 11 0
(iv) For building construction work	14 19 6	15 6 0	14 16 6

† Employees on weekly hiring are entitled to the provisions of clauses 12 and 23 in respect of Public Holidays and Sick Leave

EXCEPTIONS AND MODIFICATIONS.

Note.—Notwithstanding anything elsewhere in this Determination contained or prescribed:—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination, or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned in this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 32, for building construction work, for the time so employed.
- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work in a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 32, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connexion with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation, or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed.

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 645]

WEDNESDAY, JUNE 30.

[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
28th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

ELECTRICAL TRADE 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.

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

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>(b) Wet Battery Manufacturing.</i>			
Plante assembler	13 9 0	13 15 6	13 6 0
Battery repairer (factory)	13 6 0	13 12 6	13 3 0
Mixing and pasting by hand	13 4 0	13 10 6	13 1 0
Charging and moulding of grids	13 4 0	13 10 6	13 1 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	13 3 0	13 9 6	13 0 0
Formation process	13 1 0	13 7 6	12 18 0
All others in this subdivision	12 19 0	13 5 6	12 16 0

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

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

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary 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 " "

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

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

Contract of Apprenticeship

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, 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 electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

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

In the trade of—

Electrical mechanic,

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

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

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

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

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.	s. d.
<i>Four and Five-year Terms.</i>				
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
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>				
1st year	34	4 0 6	4 3 0	3 19 6
2nd year	54	6 8 0	6 11 6	6 6 6
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

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 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<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
<i>When employed in a classification for which the corresponding margin in clause 27 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.</i>					
<i>II.—Junior Females.</i>					
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

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

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

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby 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:—

if under the age of 16 years—

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 646]

WEDNESDAY, JUNE 30.

[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
28th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD,

Clauses 2, 3 and 4 of the Determination made on the 8th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

2.

Wages.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	13 14 0	14 0 0	14 0 6	13 11 0
First-class, with condenser	14 0 6	14 6 6	14 7 0	13 17 6
Second-class	13 9 0	13 15 0	13 15 6	13 6 0
Second-class, with condenser	13 14 0	14 0 0	14 0 6	13 11 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	13 14 0	14 0 0	14 0 6	13 11 0
Under fifty brake horse-power	13 9 0	13 15 0	13 15 6	13 6 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	13 14 0	14 0 0	14 0 6	13 11 0
On motors 100-horse power to 250-horse power inclusive	13 6 0	13 12 0	13 12 6	13 2 0
On motors under 100-horse power	13 0 0	13 6 0	13 6 6	12 17 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
<i>Note.</i> —Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	14 13 0	14 19 0	14 19 6	14 10 0
Others	14 3 6	14 9 6	14 10 0	14 0 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVVIERS AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	14 19 6	15 5 6	15 6 0	14 16 6
Second driver	13 19 6	14 5 6	14 6 0	13 16 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	13 14 0	14 0 0	14 0 6	13 11 0
Others	13 10 0	13 16 0	13 16 6	13 7 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class	14 9 0	14 15 0	14 15 6	14 6 0
Lofty cranes—second-class	14 5 6	14 11 6	14 12 0	14 2 6
Lofty cranes—third-class	13 19 6	14 5 6	14 6 0	13 16 6
Cantilever cranes	14 5 6	14 11 6	14 12 0	14 2 6
Cranes transporting molten metal in foundries	13 18 0	14 4 0	14 4 6	13 15 0
Open hearth furnace crane	13 18 0	14 4 0	14 4 6	13 15 0
Steam travelling cranes	13 18 0	14 4 0	14 4 6	13 15 0
Other steam cranes	13 13 6	13 19 6	14 0 0	13 10 6
Grab cranes	13 18 0	14 4 0	14 4 6	13 15 0
Electric cranes not elsewhere included—				
Four motions and over	13 9 6	13 15 6	13 16 0	13 6 6
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist	13 6 0	13 12 0	13 12 6	13 3 0
Traverser jib				
Hydraulic stationary jib cranes	14 0 0	14 6 0	14 6 6	13 17 0
Mobile cranes lifting capacity up to and including 5 tons	14 5 0	14 11 0	14 11 6	14 2 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	14 12 6	14 18 6	14 19 0	14 9 6
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	14 19 6	15 5 6	15 6 0	14 16 6
Over 20 tons	13 10 0	13 16 0	13 16 6	13 7 0
Fork lift driver	13 2 0	13 8 0	13 8 6	12 19 0
Cranes and hoists not elsewhere included	12 14 0	13 0 0	13 0 6	12 11 0
String cranes—five tons or less				
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam)	13 17 0	14 3 0	14 3 6	13 14 0
Road roller (oil)	13 15 0	14 1 0	14 1 6	13 12 0
Traction engine (oil—50-brake h.p. or over)	13 17 0	14 3 0	14 3 6	13 14 0
Traction engine (oil—under 50-brake h.p.)	13 12 0	13 18 0	13 18 6	13 9 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor	13 7 0	13 13 0	13 13 6	13 4 0
Internal combustion traction motor	13 7 0	13 13 0	13 13 6	13 4 0
<i>Tow Motors.</i>				
Tow motor	13 1 0	13 7 0	13 7 6	12 18 0
G.—TRACTOR UNIT PLANT.				
<i>The provisions of this Division shall not apply to logging operations.</i>				
Tournapull	14 19 6	15 5 6	15 6 0	14 16 6
Tractors without power operated attachments or with power operated attachments not in use	(a) 50-brake horse power and under	13 12 0	13 18 0	13 18 6
	(b) over 50-brake horse power	13 17 0	14 3 0	14 3 6
Tractors while using power operated attachments—	(a) 35-brake horse power and under	13 17 0	14 3 0	14 3 6
	(b) over 35-brake horse power to 70-brake horse power	14 7 0	14 13 0	14 13 6
	(c) over 70-brake horse power	14 13 0	14 19 0	14 19 6

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinfore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	13 17 0	14 3 0	14 5 6	13 14 0
Grader, single unit over 40-brake horse power	14 13 0	14 19 0	14 19 6	14 10 0
Grader, single unit 40-brake horse power and under	14 3 0	14 9 0	14 9 6	14 0 0
Concrete paver, single drum	13 12 0	13 18 0	13 18 6	13 9 0
H.—FIREMEN.				
Fireman	13 4 0	13 10 0	13 10 6	13 1 0
Fireman—first-class	13 9 0	13 15 0	13 15 6	13 6 0
Leading fireman—first class	13 16 0	14 2 0	14 2 6	13 13 0
Leading fireman—second-class	13 13 0	13 19 0	13 19 6	13 10 0
Locomotive fireman	13 7 0	13 13 0	13 13 6	13 4 0
I.—GREASERS.				
Greaser or oiler	13 0 0	13 6 0	13 6 6	12 17 0
Greaser or oiler—first-class	13 9 0	13 15 0	13 15 6	13 6 0
Trimmer	12 16 0	13 2 0	13 2 6	12 13 0
Fuelman	12 16 0	13 2 0	13 2 6	12 13 0
Engine cleaner	12 16 0	13 2 0	13 2 6	12 13 0
Boiler cleaner	12 16 0	13 2 0	13 2 6	12 13 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	13 16 0	14 2 0	14 2 6	13 13 0
All others	11 17 0	12 3 0	12 3 6	11 14 0

3. *Additional Rates.* Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—	s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 6s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 4s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—	s. d.
.. .. .	15 0
(c) Attending to switchboard where the generating capacity is 350 kilowatt or over	6 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills ; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne ; 10 miles of Chief P.O., Geelong ; at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
If under 16 years of age ..	24	0 6	2 16 0	2 16 0	2 17 6	2 15 0
16 years of age ..	32	0 9	3 14 6	3 14 6	3 16 6	3 13 6
17 years of age ..	58	1 0	6 15 0	6 15 0	6 18 6	6 13 0
18 years of age ..	73	2 0	8 10 6	8 10 6	8 15 6	8 8 6
19, but under 20 years of age ..	88	2 6	10 6 0	10 6 0	10 11 6	10 3 0

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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