



# VICTORIA GOVERNMENT GAZETTE.

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No. 674]

FRIDAY, JULY 23.

[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  
20th day of July, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### ORGAN BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 16th 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:—

2.

#### WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Organ builder .. .. .	14 7 0	14 4 0
Employee erecting, dismantling or repairing organs .. .. .	14 7 0	14 4 0
Wood worker .. .. .	14 7 0	14 4 0
Voicer .. .. .	14 7 0	14 4 0
Tuner .. .. .	14 7 0	14 4 0
Metal pipe maker .. .. .	14 7 0	14 4 0
Polisher .. .. .	14 7 0	14 4 0
Spray hand—		
(a) engaged on finishing coats of any type .. .. .	13 17 0	13 14 0
(b) engaged on priming and or undercoating, and/or sealing .. .. .	13 7 0	13 4 0
Employee cutting or papering down and/or filling and/or staining .. .. .	13 7 0	13 4 0

#### SPECIAL RATES.

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

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

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

- (i) Sixpence per hour to employees working in confined spaces;  
Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

*Special Rates Not Cumulative.*

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

*Rates Not Subject to Penalty Additions.*

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

*Tool Allowance.*

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

**MIXED FUNCTIONS.**

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

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

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

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

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



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**GOVERNMENT GAZETTE.**

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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  
20th day of July, 1954.

H. N. JONES,  
Acting Secretary for Labour.

**CORK TRADE BOARD.**

Clause 2 of the Determination made on the 11th March, 1954, and in force on the 26th March, 1954, shall be replaced by the following clause:—

2. (a)	WAGES.	Per Week.
	<i>Adult Males.</i>	
Cork Cutting:—		£ s. d.
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—		
First six months .. .. .		12 16 6
Thereafter .. .. .		13 6 6
Feeders and/or operators of machines, i.e., employees backing down; notching; boring; pressing; knurling;		
assembling; and/or capping or closing .. .. .		12 14 6
All others .. .. .		12 11 6
Cork Board:—		
Oven hand in charge (curing) .. .. .		13 6 6
All others .. .. .		12 11 6
Compressed Cork:—		
Oven hand in charge low or high density (curing) .. .. .		13 6 6
Splitting with band knife and/or mixing granules with adhesive by machinery .. .. .		12 19 6
All others .. .. .		12 14 6
Fishing Requisites:—		
Rounding and/or drawing off—		
First six months .. .. .		12 16 6
Thereafter .. .. .		13 6 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks .. .. .		12 14 6
All others .. .. .		12 11 6
	<i>Adult Females.</i>	
Under three months' experience .. .. .		8 17 6
All others .. .. .		9 0 6

(b)

## APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age .. ..	25	2 19 0	17 years of age and under ..	54	4 16 0
16 years of age .. ..	35	4 3 0	18 years of age .. ..	64	5 13 0
17 years of age .. ..	48	5 14 0	19 years of age .. ..	74	6 11 6
18 years of age .. ..	60	7 2 0	20 years of age .. ..	85	7 11 0
19 years of age .. ..	76	9 0 0			
20 years of age .. ..	91	10 15 6			

## PROPORTION (in any place).

## APPRENTICES.

*Males.*

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

*Females.*

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

## IMPROVERS.

*Males.*

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

*Females.*

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

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