

[1901]



# VICTORIA GOVERNMENT GAZETTE.

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No. 192]

FRIDAY, APRIL 29.

[1954

Labour and Industry Act 1953.

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

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
7th day of April, 1955.

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

### JEWELLERS BOARD.

Clauses 2, 3, and 4 of the Determination made on the 3rd December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

#### 2. WAGES PER WEEK OF 40 HOURS. (a) Males.

Classification.	£	s.	d.
Precious gem mounter .. .. .	16	5	0
Setter of precious gems .. .. .	16	5	0
Mounter—1st Class .. .. .	15	10	0
Mounter—2nd Class .. .. .	14	5	0
Drop hammer operator who sets dies and makes force .. .. .	15	2	6
Drop hammer operator, other .. .. .	13	0	0
Setter .. .. .	14	17	6
Melter and alloyer .. .. .	14	17	6
Lapper .. .. .	14	17	6
Polisher .. .. .	13	15	0
Assembler and solderer .. .. .	13	15	0
Solderer, other .. .. .	13	0	0
Die setter .. .. .	13	5	0
Engine turner .. .. .	12	17	0
Press operator .. .. .	12	17	0
Process worker (as defined) .. .. .	12	17	0
Carder .. .. .	12	8	0
Pinner up .. .. .	12	8	0
Other employees with not less than three months' experience in this industry .. .. .	12	4	0
All others .. .. .	11	18	0

#### LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

#### (b) Females.

Under one month's experience .. .. .	8	16	0
*All others .. .. .	9	12	0

\* When employed at a classification for which the corresponding margin in clause 23 of the Determination published in *Government Gazette* No. 107 of the 12th April, 1954, exceeded 28s. per week, but did not exceed 40s. per week—75 per centum of the margin now prescribed for that classification in clause 23 hereof in lieu of the 16s. herein prescribed.

No. 192.—1182/55.—PRICE 3D.

## APPRENTICESHIP.

*Contract of Apprenticeship.*

3. (a) 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.*

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

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

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

*Proportion.*

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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

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

An employer may with the consent of the Wages Board 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.*

(d) 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.*

(e) 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.*

(f) 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.*

(g) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage, and in addition thereto the war loadings specified, 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.

3. (h) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.		Total Wage Payable.
	Per Week.	£ s. d.	
Four and five-year terms—			
1st year .. .. .	32	3 15 0	
2nd year .. .. .	43	5 1 0	
3rd year .. .. .	54	6 7 0	
4th year .. .. .	83	9 15 0	
5th year .. .. .	100 + 6s.	12 1 0	
Four-year terms—Apprentice commencing after the age of 17 years—			
1st year .. .. .	34	4 0 0	
2nd year .. .. .	54	6 7 0	
3rd year .. .. .	83	9 15 0	
4th year .. .. .	100 + 6s.	12 1 0	

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

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

## UNAPPRENTICED JUNIORS.

4. (a) The minimum rates of wage for unapprenticed juniors shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Additional Amount.		Total Wage Payable.
		Per Week.	Per Week.	
		s. d.	s. d.	£ s. d.
<i>I.—Junior Females.</i>				
17 years of age and under .. .. .	52	3 6		4 15 0
18 years of age .. .. .	62	4 0		5 13 0
19 years of age .. .. .	72	4 6		6 11 0
20 years of age .. .. .	82	5 0		7 9 6
<i>II.—Junior Males.</i>				
Under 16 years of age .. .. .	24	2 0		2 18 6
16 years of age .. .. .	34	3 0		4 3 0
17 years of age .. .. .	46	4 0		5 12 0
18 years of age .. .. .	58	5 0		7 1 6
19 years of age .. .. .	73	6 0		8 17 6
20 years of age .. .. .	88	7 0		10 14 0

\* The percentages for junior females relate to the female Basic Wage, and for junior males 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:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles;
- (ii) if under 18 years of age—  
die setting on power presses.

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



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Dated at Melbourne, this  
7th day of April, 1955.

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

### MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 208 of the 12th April, 1954, shall be replaced by the following clause :—

#### WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

#### *Weekly Employees.*

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£ s. d.
(A2) Leaders—	
(i) Week's work .. .. .	19 10 0
(ii) Each performance additional to the week's work .. .. .	3 11 6
(A3) Principals—	
(i) Week's work .. .. .	17 10 0
(ii) Each performance additional to the week's work .. .. .	3 5 9
(A4) Week's work for other performers .. .. .	15 18 0
(A5) Each performance additional to week's work .. .. .	3 1 2
(A6) Pianist playing alone .. .. .	17 10 0
(A7) Each performance additional to week's work .. .. .	3 5 9
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 19s. per hour with a minimum payment as for two consecutive hours.	

#### *Casual Employees:*

(A9) Leaders—each performance .. .. .	5 1 5
(A10) Principals—each performance .. .. .	3 12 3
(A11) Other performers—each performance .. .. .	3 6 8
(A12) Pianist playing alone—each performance .. .. .	3 12 3

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

*Weekly Employees.*

(B1) For the purpose of this sub-clause B—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

(ia) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances .. .. .	14	12	6
(B3) Additional performances (each) one sixth of the six performance rate. .. .	16	15	8
(B3A) Week's work of eight performances .. .. .	17	17	6
(B3B) Additional performances (each) one-eighth of the eight performance rate. .. .	2	16	1
(B4) Week's work of twelve performances .. .. .	3	2	0
(B5) For the first additional performance .. .. .	3	10	9
For the second additional performance .. .. .	15	13	6
For the third and each succeeding additional performance .. .. .	3	5	1
(B6) Pianist playing alone—six performances .. .. .	19	8	6
(B7) Each performance additional to week's work .. .. .	2	19	4
(B8) Pianist playing alone—twelve performances .. .. .	3	4	10
(B9) For the first additional performance .. .. .	4	17	3
For the second additional performance .. .. .			
For the third and each succeeding additional performance .. .. .			

(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—13s. 3d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—16s. per hour with a minimum payment as for two hours.

*Casual Employees.*

(B12) Each performance other than by pianist playing alone .. .. .	3	5	3
(B13) Each performance by pianist playing alone .. .. .	3	11	5

(C) PICTURE SHOWS.

*Weekly Employees.*

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances .. .. .	13	8	0
(C3) Each performance additional to week's work .. .. .	2	17	6
(C4) Week's work of twelve performances .. .. .	16	11	6
(C5) For the first additional performance .. .. .	2	13	7
For the second additional performance .. .. .	2	17	9
For the third and each succeeding additional performance .. .. .	3	6	5
(C6) Pianist playing alone for six performances .. .. .	14	19	0
(C7) Each performance additional to week's work .. .. .	3	2	8
(C8) Pianist playing alone for twelve performances .. .. .	18	2	6
(C9) For the first additional performance .. .. .	2	16	9
For the second additional performance .. .. .	3	1	9
For the third and each succeeding additional performance .. .. .	3	12	10

(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—12s. 8d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—15s. per hour with a minimum payment as for two consecutive hours.

*Casual Employees.*

(C12) Each performance .. .. .	3	2	4
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## (D) STAGE BANDS.

*Weekly Employees.*

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(D2) Week's work of six performances not to exceed 18 hours .. .. .	12	3	0
(D3) Each performance additional to week's work .. .. .	2	13	6
(D4) Week's work of six performances not to exceed 12 hours .. .. .	8	17	7
(D5) Each performance additional to week's work .. .. .	1	5	4

*Casual Employees.*

(D6) Each performance of three hours .. .. .	3	4	0
(D7) Each performance of two hours .. .. .	1	7	10

## (E) BRASS AND REED BANDS.

*Casual Employees.*

(E1) Each performance not to exceed three consecutive hours .. .. .	2	13	6
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## (F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

*Weekly Employees.*

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m. .. .. .	9	14	11
(F2) Each performance additional to week's work .. .. .	1	7	8
(F3) For a week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m. .. .. .	13	8	10
(F4) Each performance additional to week's work .. .. .	1	3	11
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m. .. .. .	13	3	0
(F6) Each performance additional to week's work .. .. .	2	16	8
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent,			

*Casual Employees.*

(F10) An employee employed under (F1) not exceeding two hours shall be paid .. .. .	1	10	10
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid .. .. .	3	2	4
(F12) An employee employed under (F5) not exceeding three hours shall be paid .. .. .	3	1	4

## (G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

*Weekly Employees.*

(G1) For the purpose of this sub-clause G—

A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G2) Week's work other than by pianist playing alone .. .. .	13	15	0
(G3) Each performance additional to week's work .. .. .	2	17	8
(G4) Week's work—pianist or other instrumentalist playing alone .. .. .	14	17	0
(G5) Each performance additional to week's work .. .. .	3	2	4

*Casual Employees.*

(G6) Each performance .. .. .	3	3	9
(G7) Each performance—pianist or other instrumentalist playing alone .. .. .	3	8	2

## REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10)

A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday.

Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G9) Week's work of two performances .. .. .	5	11	11
Week's work of three performances .. .. .	9	4	3
Week's work of four performances .. .. .	11	15	6
Week's work of five performances .. .. .	13	3	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances .. .. .	7	0	7
Week's work of three performances .. .. .	9	16	5
Week's work of four performances .. .. .	12	11	8
Week's work of five performances .. .. .	14	3	10

## (H) CABARETS AND BALLROOMS.

*Weekly Employees.*

(H1) Week's work of six performances done between 9 p.m. and 2 a.m. .. .. .	20	15	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m. .. .. .	17	5	6

£ s. d.

*Casual Employees.*

- (H3) Each performance not to exceed five hours .. .. . 5 14 1  
 (H4) Each performance not to exceed four hours .. .. . 5 0 2  
 (H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 5d. for each fifteen minutes or portion thereof.  
 (H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 4½d. for each fifteen minutes or portion thereof.

*(I) COFFEE LOUNGES.**Weekly Employees.*

- (I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. 16 7 6  
 (I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday .. .. . 16 2 2

*Casual Employees.*

- (I3) Each performance not to exceed three hours .. .. . 3 13 1

*(J) SKATING RINKS.**Weekly Employees.*

(J1) For the purpose of this sub-clause J—

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.  
 (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.  
 (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.  
 (J2) Week's work of six performances .. .. . 13 8 0  
 (J3) Each performance additional to week's work and not to exceed three consecutive hours .. .. . 2 17 6  
 (J4) Week's work of twelve long performances .. .. . 16 11 6  
 (J5) For the first additional performance .. .. . 2 13 7  
 For the second additional performance .. .. . 2 17 9  
 For the third and each succeeding additional performance .. .. . 3 6 5  
 (J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m. .. .. . 14 8 0  
 (J7) Each performance additional to week's work and not to exceed two consecutive hours .. .. . 1 5 7

*Casual Employees.*

- (J8) Each performance .. .. . 3 2 4

*(K) CASUAL EMPLOYEES GENERALLY.*

- (i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.  
 (ii) Casual rates shall be adjustable.

*(L) ORGANISTS.*

- (i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.  
 (ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

*(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.*

(M1) If any extra instrument supplied by employee, each performance during week of employment—

- £ s. d.  
 (i) If three performances or less .. .. . extra 0 5 2  
 (ii) If four .. .. . extra 0 4 6  
 (iii) If five .. .. . extra 0 3 11  
 (iv) If six or more .. .. . extra 0 3 3  
 (v) If six or more—picture shows .. .. . extra 0 3 0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

- £ s. d.  
 (i) If three performances or less .. .. . extra 0 3 2  
 (ii) If four .. .. . extra 0 2 9  
 (iii) If five .. .. . extra 0 2 5  
 (iv) If six or more .. .. . extra 0 2 0  
 (v) If six or more—picture shows .. .. . extra 0 1 9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

- £ s. d.  
 (i) If three performances or less .. .. . extra 0 3 6  
 (ii) If four .. .. . extra 0 3 0  
 (iii) If five .. .. . extra 0 2 6  
 (iv) If six or more .. .. . extra 0 2 0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.



## (N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

## (N1) Where orchestra is required to perform on the stage in view of the audience—

	£	s.	d.
(i) For each musician, per performance .. .. .	extra	0	3 3
(ii) Picture shows—for each musician per performance.. ..	extra	0	2 6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	£	s.	d.
(i) For such musician, per performance .. .. .	extra	0	3 11
(ii) Picture shows—for such musician, per performance .. ..	extra	0	3 0

## (O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—			
(i) Commencing before 3 p.m., not to exceed two hours .. ..	..	..	1 4 10
(ii) Commencing before 3 p.m., not to exceed three hours .. ..	..	..	1 11 4
(iii) Commencing at or after 3 p.m., not to exceed two hours .. ..	..	..	1 8 0
(iv) Commencing at or after 3 p.m., not to exceed three hours .. ..	..	..	2 17 8
(O2) In any other work—			
(i) Commencing before 3 p.m., not to exceed two hours .. ..	..	..	1 1 7
(ii) Commencing before 3 p.m., not to exceed three hours .. ..	..	..	1 4 10
(iii) Commencing at or after 3 p.m., not to exceed two hours .. ..	..	..	1 4 10
(iv) Commencing at or after 3 p.m., not to exceed three hours .. ..	..	..	1 11 4
(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.			

*Other Employees.*

(O4) Pianista employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday .. ..	..	..	17 10 0
(ii) Weekly employee, for each hour over 30 in the week .. ..	..	..	0 13 0
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours .. ..	..	..	0 14 8

(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday .. ..	..	..	15 13 6
(ii) Weekly employee, for each hour over 30 in the week .. ..	..	..	0 11 10
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours .. ..	..	..	0 12 0

## (P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

*Weekly Employees.*

	£	s.	d.
(P1) Employee required to supply music .. .. .	extra	0	15 0

*Casual Employees.*

(P2) Employee so required—per performance .. .. .	extra	0	5 0
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## (Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows:—

*Broadcasts from a Place of Entertainment.*

	£	s.	d.
(i) Broadcast in one State only-per performance .. ..	extra	0	5 0
(ii) Relayed to one other State-per performance .. ..	extra	0	9 5
(iii) Relayed to two other States-per performance .. ..	extra	0	13 4
(iv) Relayed to three other States-per performance .. ..	extra	0	16 6
(v) Relayed to four other States-per performance .. ..	extra	0	19 2
(vi) Relayed to five other States-per performance .. ..	extra	1	1 3

## (R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

## (S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

## (T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

## (U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

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



[1911]



# VICTORIA GOVERNMENT GAZETTE.

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No. 194]

FRIDAY, APRIL 29.

[1955

*Labour and Industry Act 1953.*

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

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
7th day of April, 1955.

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

### PLASTIC MOULDING BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 762 of the 26th August, 1953, shall be replaced by the following clauses:—

2.

#### APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. ..	73 6	61 6	No junior shall be employed until he or she attains the age of fifteen years
16 years of age .. ..	97 0	73 6	
17 years of age .. ..	120 6	85 0	
18 years of age .. ..	155 6	108 6	
19 years of age .. ..	179 0	120 6	
20 years of age .. ..	202 6	132 0	
And thereafter the minimum wage			

#### Proportion.

##### MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 248s. per week of 40 hours.

##### MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 248s. per week of 40 hours.

##### FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 184s. per week of 40 hours.

## FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 184s. per week of 40 hours.

- (a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3.

## PLASTIC SECTION.

	Wages per Week of 40 Hours.
<i>Adult Males.</i>	<i>£ s. d.</i>
1. Employee engaged on any operation other than those set out hereunder .. .. .	12 8 0
2. Weigher and/or assembler of compounds for mixing, calendering, &c. .. .. .	12 15 0
3. Bruan machine operator .. .. .	12 14 0
4. Silk screen operator .. .. .	12 14 0
5. Wire winding machine operator .. .. .	12 12 0
6. Bunching machine operator .. .. .	12 12 0
7. Spark testing machine operator .. .. .	12 14 0
8. Lacquering machine operator .. .. .	12 14 0
9. Examiner of materials—part finished or finished products .. .. .	12 14 0
10. Operator employed on spreading machine .. .. .	12 15 0
11. Operator of embosser, plate or roller machine .. .. .	12 16 0
12. Assistant operator of embosser, plate or roller machine .. .. .	12 8 0
13. Person employed on heat sealing of plastics by any means and/or bench hands engaged in the manufacture of flexible fabricated products .. .. .	12 14 0
14. Plastic injection press operator .. .. .	12 17 0
15. Operator on clicking press and/or mechanically operated punching press .. .. .	12 8 0
16. Operator using a spray gun .. .. .	12 14 0
17. Operator on warming and/or masticating mill .. .. .	12 14 0
18. Operator on mixing mill .. .. .	13 1 0
19. Operator in charge of forcing or extruding machine .. .. .	12 16 0
20. First assistant on calender, 48 inches and over .. .. .	12 18 6
21. First assistant on calender under 48 inches .. .. .	12 12 0
22. Operator in charge of calender, 72 inches and under .. .. .	13 10 0
23. Operator in charge of calender, over 72 inches .. .. .	13 15 0
24. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind of quantity of powder, pressure, temperature, and time of curing .. .. .	13 12 0
25. Plastic press operator, other .. .. .	12 19 0
26. Process worker, i.e., a person employed—	
(a) as operator of mixing machines other than in classification numbered 18 hereof, ball and grinding machines, laminating and impregnating machines, pelleting machines, polishing and buffing machines, blowing machines, cutting machines of all types and paste moulding operators .. .. .	12 17 0
(b) in the powder room .. .. .	12 17 0
<i>Adult Females.</i>	
All classifications .. .. .	9 4 0
<i>CASEIN SECTION.</i>	
<i>Adult Males.</i>	
27. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe .. .. .	13 12 0
28. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., pressure, temperature, and time of curing .. .. .	13 12 0
29. Plastic press operator, other .. .. .	12 19 0
30. Process worker, i.e., a person engaged in the drying room on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines or injection machines .. .. .	12 17 0
31. Employee engaged in any operation not set out above .. .. .	12 8 0
<i>Adult Females.</i>	
All classifications .. .. .	9 4 0

## SPECIAL RATES.

4. (a) Employees handling carbon black before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(b) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

## SHIFT RATES.

5. (a) Male employees engaged on continuous work shifts shall be paid an additional 3s. 11d. per shift on afternoon and night shift.

(b) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 6 of this Determination shall be paid an additional 3s. 11d. per shift.

(c) Females employed on continuous or rotating shifts shall be paid the following shift allowances:—

*Continuous Shifts—*

										s.	d.
Morning shift	..	..	..	..	..	..	..	..	..	2	0
Afternoon shift	..	..	..	..	..	..	..	..	..	3	0
Night shift	..	..	..	..	..	..	..	..	..	4	0

*Rotating Shifts—*

Afternoon shift	..	..	..	..	..	..	..	..	..	3	0
Night shift	..	..	..	..	..	..	..	..	..	4	0

(d) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(e) An employee (not having requested his employer to so work) who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (a), (b), (c) or (d) hereof.

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

1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20

[1915]



# VICTORIA GOVERNMENT GAZETTE.

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No. 195]

FRIDAY, APRIL 29.

[1955

*Labour and Industry Act 1953.*

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

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this

7th day of April, 1955.

H. N. JONES,

Secretary for Labour and Industry.

### PLUMBERS BOARD.

Clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination made on the 2nd December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

#### PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1.

WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year ..	29	68 0	2 8	70 8
2nd year ..	38	89 6	5 4	94 10
3rd year ..	53	124 6	8 0	132 6
4th year ..	76	178 6	10 8	189 2
5th year ..	98	230 6	13 4	243 10
6th year ..	100 plus 27s.	262 0	16 0	278 0

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £16 19s. 4d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.\*

	s. d.
1st year ..	81 3
2nd year ..	104 9
3rd year ..	139 10
4th year ..	207 3
5th year ..	268 5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four  
Two improvers to fifteen  
Three improvers to thirty  
and thereafter one additional im-  
prover to every seven additional

workers receiving not  
less than £16 19s. 4d.  
per week.

\* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1923* for the various parts of the State, as set out in the preamble of this Determination.

No. 195.—1208/55.—PRICE 3d.

(b)

## OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.	Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—			(a) Where the artificial temperature is—		
Over 130° F. . . . .	21 6 0	10 7½	Over 130° F. . . . .	20 18 11	10 5½
115° F., but not exceeding 130° F. . . . .	20 9 2	10 2½	115° F., but not exceeding 130° F. . . . .	20 2 1	10 0½
50° F. or lower . . . . .	21 6 0	10 7½	50° F. or lower . . . . .	20 18 11	10 5½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	19 7 6	9 8½	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	19 0 5	9 6
(c) Lead burning or at lead work connected therewith . . . . .	18 10 8	9 3½	(c) Lead burning or at lead work connected therewith . . . . .	18 3 7	9 1
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . .	17 6 5	8 8	(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . .	16 19 4	8 5½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	17 6 5	8 8	(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	16 19 4	8 5½
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	17 6 5	8 8	(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	16 19 4	8 5½

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

## PART II.

This Part applies to all persons employed by Gas Companies.

1.	WAGES.
Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith . . . . .	17 0 0
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power) . . . . .	15 15 9
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	15 15 9
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	15 15 9

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.



2.

## APPRENTICES AND IMPROVERS.

## (a) APPRENTICES.

## (i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

## (ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £15 15s. 9d. per week of 40 hours.

## (b) IMPROVERS.\*

(i) WAGES.					(ii) PROPORTION (within any factory or place).	
Per Week of 40 Hours.						
					s. d.	
1st year	..	..	..	..	81	3
2nd year	..	..	..	..	104	9
3rd year	..	..	..	..	139	10
4th year	..	..	..	..	207	3
5th year	..	..	..	..	268	5
and thereafter the minimum wage.					One improver to four Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional	
					} workers receiving not less than £15 15s. 9d. per week	

\* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

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

