



# VICTORIA GOVERNMENT GAZETTE.

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[1955

Labour and Industry Act, 1953.

## DETERMINATION OF THE LEATHER-GOODS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Wages Board heretofore appointed) employed in the trade of—

(a) manufacturing or repairing—

- (1) leather or fabric gloves;
- (2) ladies' evening bags;
- (3) articles made wholly or partly of leather or a substitute for leather including bags, braces, cases, cricket balls, pads or other sporting goods, garters, pocket book covers, portmanteaux, purses, trunks, wallets, travel goods, suit and attache cases;
- (4) machine belting of all descriptions;
- (5) any other kind of leather goods;

(b) covering or lining with leather or a substitute for leather spectacle cases, portable gramophones, wireless cabinets, travellers' sample cases, music cases, surgical cases, or similar goods—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Clicking and/or hand cutting .. .. .	14 9 0	14 6 0
Manufacture and/or repair of portmanteaux, bags and trunks, suit and attache cases, travel goods, musical instrument and other similar cases, leggings, razor strops, as are made of leather .. .. .	14 7 0	14 4 0
Manufacture and/or repair of handbags, shopping bags, brief cases, wallets, purses, spectacle cases, pouches of all descriptions, gloves surgical belts and appliances, as are made of leather or a substitute for leather .. .. .	14 7 0	14 4 0
Press cutting .. .. .	14 7 0	14 4 0
Manufacture and/or repair of sporting goods of all descriptions .. .. .	14 7 0	14 4 0
Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles .. .. .	13 17 0	13 14 0
All other Journeymen .. .. .	14 3 0	14 0 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends .. .. .	9 11 0	9 9 0
Other Journeywomen .. .. .	9 17 6	9 15 6

NOTE.—Females working on large machines (7.5, 45K, 7.27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males :—

*Leathergoods Trade.*

- (i) Wholly or partly making and/or repairing except as provided hereafter any of the following articles :—
  - (a) Travel bags of all descriptions exceeding 16 inches in length, gladstone bags kit bags and bullion bags.
  - (b) Cases, trunks and hat boxes made of leather, or any substitute therefor, exceeding 13 inches in length.
  - (c) Instrument cases and covered wireless or radio cases.
  - (d) Golf bags of all descriptions.
- (ii) Cutting and/or clicking all classes of work by hand or machine.
- (iii) Machine stitching closed edges of trunks, cases or similar articles by corner stitching machine.
- (iv) Framing up or rivetting by hand or machine bicycle saddles, ladies' handbags or purses.
- (v) Hand stitching cricket, punching or medicine balls, footballs and similar sporting balls and/or pigskin leggings.
- (vi) Working on machines customarily used by males in the manufacture of spectacle cases.

Provided that the following operations on articles enumerated in sub-paragraphs (i) to (vi) above may be paid for at the appropriate female rate :—

- (r) Machining (except when thread passes through wax).
- (b) Lining out.
- (c) Making doors and/or handles
- (d) Hand varnishing.
- (e) Bending by hand cases and hat boxes which have been machine scored.
- (f) Marking out, staining and/or trimming cottons on golf bags of all descriptions.
- (g) Trimming gloves and cutting out forecetts and quirks by hand.
- (h) Wholly or partly making and/or repairing music cases, brief cases, document cases, folio cases, writing cases and vanity cases unless stiffened on the suitcase principle.

*Machine Belting, &c., Trade.*

Cutting or clicking all classes of work, including machine belting, gaskets and pump washers or similar articles or working on machines customarily used by males.

APPRENTICES—MALES.

- 4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
- (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience . . . . .	71 0	70 0
Second year's experience . . . . .	83 0	82 0
Third year's experience . . . . .	118 6	117 0
Fourth year's experience . . . . .	189 6	187 0
Fifth year's experience . . . . .	237 0	234 0
Four year terms—		
First year's experience . . . . .	71 0	70 0
Second year's experience . . . . .	118 6	117 0
Third year's experience . . . . .	189 6	187 0
Fourth year's experience . . . . .	237 0	234 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- Cutting or clicking;
- Trunks, and/or leather bag and case maker;
- Fibre, veneer, canvas or other case maker;
- Machine belt maker;
- Sporting goods maker of leather;
- Ladies' hand bag, wallet and purse maker;
- Leather goods maker;
- Glove maker (other than sporting goods);
- Leather coats, hats or caps maker;

(e) period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

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

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reach the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

(j) 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.

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

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

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

(o) *Tools of Trade*.—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

**JUNIOR WORKERS—MALES.**

5. (a) Junior workers may be employed at the following rates of pay:—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	95 0	93 6
17 and under 18 years of age .. .. .	118 6	117 0
18 and under 19 years of age .. .. .	142 0	140 6
19 and under 20 years of age .. .. .	189 6	187 0
20 and under 21 years of age .. .. .	237 0	234 0

(b) The proportion of Junior Workers and apprentices allowed shall be:—

Male Employee receiving at least Adult Male Rate.	Junior Workers including Apprentices.
1 .. .. .	1
2 to 20 .. .. .	1 for every 2 such male employees
Over 20 .. .. .	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

**JUNIORS WORKERS—FEMALES.**

6. (a) Female junior workers may be employed at the following rates of pay:—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	88 6	87 6
17 and under 18 years of age .. .. .	101 0	100 0
18 and under 19 years of age .. .. .	113 6	112 6
19 and under 20 years of age .. .. .	124 0	123 0
20 and under 21 years of age .. .. .	154 6	152 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who willfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

**CASUAL WORKER.**

7. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

## DEFINITIONS.

8. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.
- (b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage and in addition a rate equal to such ordinary hour rate.
- (c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.
- (d) "Journeyman" shall mean a male employee 21 years of age or over, or one who has completed his term of apprenticeship in the Industry.
- (e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years of more on any work in the industry, for which a rate is prescribed in clause 2 of this Determination.
- (f) "Ordinary pay or rates" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

## CONTRACT OF EMPLOYMENT.

9. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.
- (b) This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

## EMERGENCY PROVISIONS.

- 9A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.
- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
  - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
  - (3) this sub-clause shall not apply to apprentices.
- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
  - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;
  - (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.
- Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.
- (iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—
- (1) for day work or day shift work—ordinary time;
  - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
  - (3) for afternoon and night shifts—ordinary rates plus 10 per cent.
- Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.
- (4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.
- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

## PART-TIME EMPLOYMENT.

10. Females may be employed as part-time employees in any branch of the industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be employed for not less than 20 hours in any week.
- (b) They shall be paid for each hour worked during the regular hours of work at the rate of at least 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.
- (c) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.
- (d) Within one week of the employment, written consent of the Secretary for Labour and Industry shall be obtained for the continual employment of a female as a part time worker.

- (e) The provisions of this Determination as regards annual leave, sick leave, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave, sick leave, and in respect of holidays only at the wages rate actually being received by them at such time.
- (f) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

## MIXED FUNCTIONS.

11. An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day. If for less than half of one day, he shall be paid the higher rate for the time so worked.

## SUNDAY AND HOLIDAYS RATES.

12. (a) All work performed on Sundays and holidays shall be paid for at the rate of double time.
- (b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

## HOURS.

13. (a) 40 hours shall constitute a week's work.
- (b) The regular hours of work shall not be earlier than 7.30 a.m. and not later than 5.30 p.m. on five days of the week.
- (c) Not more than 8 hours (except if paid for at overtime rates) shall be worked in any one day in each week.

## MEAL TIME.

14. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.
- (b) Meal intervals having been fixed shall not be altered except on seven days' notice to the employee concerned.
- (c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has a meal break.
- (d) No employee shall be allowed to work more than five hours without a break for midday meals.

## REST PERIOD.

15. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats, but not the premises.

## OVERTIME.

16. (a) All time worked on any day before or after the regular working hours or in excess of 8 hours on any one day, or in excess of 40 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.
- (b) In computing overtime each day's work shall stand alone.
- (c) An employee required to work overtime for more than 2 hours, without being notified on the previous day or earlier that he will be so required to work overtime shall either be supplied with a meal by the employer or paid 5s. Such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals. If an employee, pursuant to notice, has provided a meal and is not required to work overtime or is required to work less than the amount advised, he shall be paid as above prescribed for the meals which he has provided but which are surplus.
- (d) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.
- (e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.
- (f) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.
- (g) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## HOLIDAY.

17. (a) All employees shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above named holidays this provision shall apply only to the day so substituted.
- (b) In the Metropolitan District, as defined in the *Labour and Industry Act, 1953*, Melbourne Cup Day shall be observed as a holiday in lieu of Queen's Birthday.
- (c) Piece-workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees not on piecework doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.
- (d) If an employee's engagement is legally terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.
- (e) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse or without the employer's consent, such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

## PAYMENT OF WAGES.

18. (a) Employers shall pay all moneys due at least once in each week in the employer's time or within five minutes of knocking off, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday". Time waiting for payment after such five minutes shall be paid for at overtime rates.
- (b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.
- (c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.
- (d) On any pay day the employer shall state to each employee in writing the amount of wages to which he is entitled, and the amount of overtime paid or the number of hours of overtime, the amount of deductions made therefrom and the net amount of being paid to him and the date to which wages are paid.

## TRAVELLING TIME.

19. Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

## SICK AND ACCIDENT PAY.

20. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.

(b) An employee shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

(e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding eighty hours' working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

(f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

## ANNUAL HOLIDAY.

21. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

## OUTDOOR WORK.

22. (a) Except as to work in the machine belting trade all work shall be formed at the shop or factory of the employer and no employer shall give out work to be performed at any other place or permit work to be performed at any other place; and no employee shall perform work for an employer at any other place.

(b) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

## EMPLOYER TO FIND WORKSHOP, ETC.

23. The employer shall find workshops light and bench room and supply all materials used in connexion with the trade free of charge to the employees.

## CERTIFICATE OF SERVICE.

24. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

## LIMITATION OF EMPLOYERS LIABILITY.

25. Where an employer has made a payment to an employee which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf.

## TIME AND WAGES BOOKS, CARDS, ETC.

26. (a) Each employer shall keep in each factory, workshop or place where work is carried on by him, some card or check used in connexion with a mechanical clock or time and wages book showing the name of each employee and his or her occupation, the hours worked each day and the wages and allowances paid each week.

(b) Where a time book is kept it shall be correctly entered up in ink in the English language and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(c) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(e) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

## DINING ACCOMMODATION.

27. (a) In factories where five or more employees are employed and it is or becomes reasonably practicable so to do a separate room or portion of the factory or workshop shall be set aside by the employer as a dining room and therein the employer shall provide adequate table and seating accommodation.

(b) Hot water shall be provided free of charge to be available to employees immediately meal time commences.

(c) The employer shall provide the necessary labour to keep such room clean.

(d) If such dining room is not regularly used by a reasonable number of the employees the employer shall be released from his obligations under sub-clauses (a) and (b) hereof.

## REST ROOM.

28. In factories where five or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

FIRST-AID OUTFIT.

29. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(b) An efficient first-aid outfit shall contain the following equipment:—

Article.	Quantities to be Kept in Ambulance Chest in any Factory or Workshop.
Antiseptic Solution	1 bottle
Bandages, cotton and gauze	1 doz. assorted sizes
Caster oil	1/2 oz.
Manual, First Aid	1
Iodine, tincture of	1 oz.
Petroleum, carbolyzed	1 jar
Tannic Acid Jelly	1 tube
Pins, safety	1 packet
Sal volatile	4 ozs.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Eye bath and dropper	1 of each
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, lain	
Lint, absorbent	
Plaster, adhesive	

SHOP STEWARDS.

30. (a) Shop Stewards or Federation representatives shall be granted reasonable facilities for the carrying out of their duties.

(b) Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

UNION BUSINESS.

31. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer, but without being paid while absent.

POSTING DETERMINATION AND NOTICES.

32. (a) In each factory in which five or more employees are employed, the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary or Shop Steward of the Federation.

(b) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

PAYMENT BY RESULTS.

33. Subject to employees receiving at least the appropriate minimum time rate prescribed by this Determination and subject to the following provisions of this clause, any employer may remunerate his employees under any piecework system, individual or group bonus system on other system of payment by results:—

- (a) The employer may fix piecework rates, or other rates based on tasks set (subject to sub-clause (d) hereof), by a method of accurate time measurement determined by the employer provided that such rates enable employees who apply average skill and effort and working under normal conditions, to earn 10 per cent. above ordinary time rates; or
- (b) The employer may (subject to sub-clause (d) hereof) adopt any form of bonus system including profit sharing or other like systems.
- (c) A factory board shall be appointed consisting of two representatives nominated by the employer and two of his employees nominated by his employees covered by this Determination.
- (d) The rates fixed in accordance with sub-clause (a) hereof and the bonus systems adopted in accordance with sub-clause (b) hereof shall be approved by the Factory Board provided that if the employees fail to appoint representation to such board or fail to attend a meeting of such Board called by the employer on a date not less than seven days after the service of notice of a meeting on the employees' representatives the employer may adopt such rates or adopt such system of payment by results as he shall deem reasonable.
- (e) Piecework and similar rates once fixed shall not, subject to other provisions of this clause, be altered except where warranted by change of circumstances, operations, method or materials or to correct a demonstrable clerical error or by mutual agreement.
- (f) Determination variations shall be incorporated into the payment by results system on a basis agreed by the Factory Board.
- (g) Overtime penalties, shift premiums, and other penalty rates prescribed by this Determination shall be a separate addition on the appropriate time rate basis to any earnings calculated by way of any system of payment by results.
- (h) Employees waiting on the employer's premises, at the employer's request, ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.
- (i) Journeymen on piecework teaching learners (not in the employ of the piece worker) on piecework—10 per centum of piecework rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

34. (A) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) that he interviews employees only at the place where they are taking their meal;
- (iii) that not more than one representative in all be in any workshop at any one time;
- (iv) that no one representative visit a workshop more than once in each week; and
- (v) that if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry.

(b) Where a Union official holding the right of entry under this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary in the following form, or in a form not materially differing therefrom:—

(Name of Organization.)

This is to certify that..... is a duly accredited representative of the above-named organization.  
(SEAL)

General Secretary

(Specimen signature of holder).....

Date.....

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

35. *Adult Males.*—The wages rates set out for males in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 36.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts Yallourn—6s. 6d. in excess of basic wage for Melbourne. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 35.

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

In all cases where for the same class of work the same rates have been prescribed for journeywomen as are prescribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

MARGINS.

37. (a) *Adult Males.*—In addition to the basic wage prescribed in clause 35 the following margins shall be paid:—

Classifications.	Margin.
	Per Week.
	£ s. d.
Clicking and/or hand cutting .. .. .	2 12 0
Manufacture and/or repair of portmanteaux, bags and trunks, suit and attache cases, travel goods, musical instrument and other similar cases, leggings, razor strops, as are made of leather .. .	2 10 0
Manufacture and/or repair of handbags, shopping bags, brief cases, wallets, purses, spectacle cases, pouches of all descriptions, gloves, surgical belts and appliances, as are made of leather or a substitute for leather .. .. .	2 10 0
Press cutting .. .. .	2 10 0
Manufacture and/or repair of sporting goods of all descriptions .. .. .	2 10 0
Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles .. .	2 0 0
All other Journeymen .. .. .	2 6 0

(b) *Adult Females.*—The minimum rate per week to be paid to adult female employees shall be the equivalent of the below stated percentage of the basic wage for adult male employees indicated in clause 35 hereof calculated to the nearest sixpence (half or less than half of sixpence to be disregarded) and in addition thereto the special allowance and marginal rate specified:—

Percentage of Total Base Rate.	Margin.
	Per Week.
	s. d.
75%	20 0

Provided that, adult females engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends, shall receive a margin of 13s. 6d. per week.



(c) *Apprentices—Males.*—The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following:—

Experience.	A total payment per week at the equivalent of the below stated percentage of the basic wage for adult male employees indicated in clause 35 hereof, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded).
	Per cent.
<b>Five-year term—</b>	
First year's experience .. .. .	30
Second year's experience .. .. .	35
Third year's experience .. .. .	50
Fourth year's experience .. .. .	80
Fifth year's experience .. .. .	100
<b>Four-year term—</b>	
First year's experience .. .. .	30
Second year's experience .. .. .	50
Third year's experience .. .. .	80
Fourth year's experience .. .. .	100

(d) *Junior Workers—Males.*—Junior workers may be employed at the following rates of pay:—

Age.	A total payment per week at the equivalent of the below stated percentage of the basic wage for adult male employees indicated in clause 35 hereof, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded).
	Per cent.
Under 16 years of age .. .. .	30
16 and under 17 years of age .. .. .	40
17 and under 18 years of age .. .. .	50
18 and under 19 years of age .. .. .	60
19 and under 20 years of age .. .. .	80
20 and under 21 years of age .. .. .	100

(e) *Junior Workers—Females.*—Female junior workers may be employed at the following rates of pay:—

Age.	A total payment per week at the equivalent of the below stated percentage of the basic wage for adult female employees indicated in clause 35 hereof, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded).
	Per cent.
Under 16 years of age .. .. .	40
16 and under 17 years of age .. .. .	50
17 and under 18 years of age .. .. .	57
18 and under 19 years of age .. .. .	64
19 and under 20 years of age .. .. .	70
20 and under 21 years of age .. .. .	87

Melbourne, 9th May, 1955.

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

J. V. WILLOX, Secretary.

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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. 560]

FRIDAY, JULY 22.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE CEMENT BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade business, or occupation of—

- (a) making Portland cement,
- (b) quarrying or preparing the raw materials for Portland cement,
- (c) extracting potash salts from the by-products of Portland cement”

has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after the 18th May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### WAGES.

#### APPRENTICES AND IMPROVERS.

	(a) CEMENT WORKS.			
	Wages per Week.			
	Percentage of Basic Wage.	Rate.	Plus War Loading.	Total Wage.
	%	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	43	102 0	2 0	104 0
Under 17 years of age .. .. .	53	125 6	2 9	128 3
Under 18 years of age .. .. .	61	144 6	3 3	147 9
Under 19 years of age .. .. .	74	175 6	4 0	179 6
Under 20 years of age .. .. .	84	199 0	4 3	203 3
Under 21 years of age .. .. .	95	225 0	5 0	230 0

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

#### PROPORTION (in any factory or place).

##### *Apprentices.*

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

##### *Improvers.*

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

## OTHER EMPLOYEES (MALES).

(a)	Cement Works.	Wages per Week.
		<i>s. d.</i>
Cement Burner .. .. .		301 0
Tester on Slurry Controls .. .. .		296 0
Miller .. .. .		293 6
Coal Drier .. .. .		293 6
Potash plant attendant .. .. .		289 6
Loader in railway trucks at bagging sheds .. .. .		298 0
Machine Bag Filler .. .. .		298 0
Electrostatic Precipitator Attendant .. .. .		286 0
Pipe Line Attendant .. .. .		276 0
Slurry Tank Attendant .. .. .		286 0
Mammoth Crusher Attendant .. .. .		299 6
Mammoth Crusher Assistant .. .. .		281 6
Truck Trimmer .. .. .		274 0
Truck Cleaner .. .. .		272 0
Cleaner (other) .. .. .		270 0
Truck Tarper .. .. .		278 6
Mill Room Helper .. .. .		277 6
Centrefuge Operator .. .. .		281 6
Potash Residue Attendant .. .. .		278 0
Experienced Factory Operative .. .. .		272 6
Train Attendant .. .. .		281 0
All others .. .. .		249 0

  

(b)	Quarries.	Wages per Week.
		<i>s. d.</i>
Powder Monkey .. .. .		318 0
Jack Hammerman .. .. .		318 0
Platclayer .. .. .		294 6
Bankman .. .. .		292 0
Underground Quarryman .. .. .		306 0
Pump Attendant .. .. .		297 0
Signal Attendant .. .. .		281 0
Leverman .. .. .		278 6
Dump Man .. .. .		281 0
String Puller .. .. .		276 0
Switch Attendant .. .. .		276 0
Dray Attendant .. .. .		280 6
All others .. .. .		256 0

## LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men .. .. .	1s. per day
If in charge of 5 to 8 men .. .. .	1s. 6d. per day
If in charge of 9 men or more .. .. .	2s. per day

## RATE FOR SHIFT WORK.

3. Underground Quarrymen shall receive 9d. per week in addition to their ordinary wage whilst employed on afternoon or night shift.

For other adult employees the extra rate for afternoon or night shift shall be an additional 12½ per cent, of the "All Others" rate for the section in which they are employed.

## EXTRA RATES.

4. (a) Any person in Cement Works who is employed inside kilns or mills to reline same or who is required to work in Cement, Slurry Silos, or in the main coal bunker, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(d) A "Train Attendant" required to operate continuously through a tunnel shall receive an additional 8s. 6d. per week.

(e) Any person working on the lime stone face shall be paid an additional allowance at the rate of 10s. per week.

(f) A mammoth crusher attendant who is required to handle explosives shall receive an additional allowance of 12s. per week.

(g) An employee engaged on maintenance work in a railway tunnel shall receive an additional allowance of 1s. per hour whilst so engaged. Except in the case of an emergency no employee shall be required to work more than eight hours on any day or shift in such a tunnel.

## OVERTIME.

5. The ordinary hours shall be 40 per week, worked in five shifts of eight hours each, and all shifts worked in excess of such five shifts per week shall be paid for at time and half for first two hours and double time thereafter. Provided further that any shift worker who is called upon to work any shift normally outside of his rostered shifts, shall be paid for any such shift at the rate of time and a half for the first two hours and double time thereafter. Provided further that the provisions of this clause shall not operate in the case of mutual arrangements made between employees.

Shift workers—All overtime in excess of the number of hours ordinarily worked per shift shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

## EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Employees who work less than 40 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

## SHIFTS.

7. (a) The hour of beginning and the hour of ending each shift shall be as follows:—

	Time of beginning not earlier than:—	Time of ending not later than:—
Day Shift .. .. .	7.30 a.m.	5 p.m.
Afternoon Shift .. .. .	4 p.m.	2 a.m.
Night Shift .. .. .	midnight	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours on Saturday in Cement Works for persons employed continuously on day shift shall be as follows:— .. .. . 7.30 a.m. noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

## WEEK-END PENALTY RATES FOR SHIFT WORKERS.

8. Ordinary shift hours worked between midnight on Friday, and midnight on Saturday shall be paid for at the rate of time and a half, and all time worked between midnight on Saturday, and midnight on Sunday shall be paid for at the rate of double time.

## SPECIAL RATES.

9. Work done on Sundays by day workers (other than underground drainers) shall be paid for at the rate of double time, and double time shall be the rate payable for work done by all persons on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

## HOLIDAYS.

10. An employee not required to work on any of the public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays mentioned in clause 9, shall, provided that he works on the working day immediately prior to, and the working day immediately following any such holiday or holidays, be entitled to be absent without deduction of pay.

## ANZAC DAY.

11. Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

## SICK LEAVE.

12. (a) An employee who is absent from his work on account of personal illness, or on account of injury by accident, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on day or days for which sick leave is claimed.
- (iv) He shall be entitled to sick leave not exceeding 40 hours of working time in any year, provided however, that when employment is commenced subsequent to the 1st day of June in any year, he shall be entitled to sick leave for such year at the rate of 10 hours of working time for each completed three months of continuous employment in such year.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

(c) "Year" means the period between the 1st day of June, in each year and the next 31st day of May.

## ANNUAL HOLIDAY.

13. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

(e) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two weeks annual leave prescribed by the said Act increased by  $3\frac{1}{2}$  hours for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

## TRAIN ATTENDANT.

14. All working trains shall be attended by a classified train attendant.

## RIGHT OF ENTRY OF UNION OFFICIALS.

15. A duly accredited representative of the Australian Workers' Union not more than once a fortnight shall have the right to enter during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods, the employer may refuse the right of entry.

## DEFINITION.

16. Experienced factory operative means an employee who is experienced in at least one classified section of the factory work but is for the time being not required to do such work.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage, and pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such Basic Wage as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 17.

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

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

19. In addition to the total basic wage set out in clause 16, the rates set out in clauses 2 (a) and (b) for "Other employees (males)" contain as follows:—

(a) Cement Works.	Margin.
	£ s. d.
Cement Burner .. .. .	3 4 0
Tester on Slurry Controls .. .. .	2 19 0
Miller .. .. .	2 16 6
Coal Drier .. .. .	2 16 6
Potash plant attendant .. .. .	2 12 6
Loader in railway trucks at bagging sheds .. .. .	3 1 0
Machine Bag Filler .. .. .	3 1 0
Electrostatic Precipitator Attendant .. .. .	2 9 0
Pipe Line Attendant .. .. .	1 19 0
Slurry Tank Attendant .. .. .	2 9 0
Mammoth Crusher Attendant .. .. .	3 2 6
Mammoth Crusher Assistant .. .. .	2 4 6
Truck Trimmer .. .. .	1 17 0
Truck Cleaner .. .. .	1 15 0
Cleaner (other) .. .. .	1 13 0
Truck Tarper .. .. .	2 1 6
Mill Room Helper .. .. .	2 0 6
Centrifuge Operator .. .. .	2 4 6
Potash Residue Attendant .. .. .	2 1 0
Experienced Factory Operative .. .. .	1 15 6
Train Attendant .. .. .	2 4 0
All others .. .. .	0 12 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

(b) Quarries.	Margin.
	£ s. d.
Powder Monkey .. .. .	4 1 0
Jack Hammerman .. .. .	4 1 0
Platelayer .. .. .	2 17 6
Bankman .. .. .	2 15 0
Underground Quarryman .. .. .	3 9 0
Pump Attendant .. .. .	3 0 0
Signal Attendant .. .. .	2 4 0
Leverman .. .. .	2 1 6
Dump Man .. .. .	2 4 0
String Puller .. .. .	1 19 0
Switch Attendant .. .. .	1 19 0
Dray Attendant .. .. .	2 3 6
All others .. .. .	0 19 0

A. V. BARNS, J.P., Chairman.  
J. W. RYAN, Secretary.

Melbourne, 12th May, 1955.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 561]

FRIDAY, JULY 22.

[1955

Labour and Industry Act 1953.

## DETERMINATION OF THE UNDERTAKERS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business or occupation of an undertaker, or maker of coffins," has made the following Determination, viz.:—

1. That as from the beginning of the first pay period to commence in May, 1955, the last previous Determination of Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.  
(OTHER THAN A FEMALE ATTENDANT.)

Apprentices.			Improvers.			Other Employees.		Within the Metropolitan District.	Outside the Metropolitan District.
WAGES.			WAGES.			WAGES.		<i>s. d.</i>	<i>s. d.</i>
—	Percentage of Basic Wage.	—	Age.	Percentage of Basic Wage.	—				
		<i>s. d.</i>			<i>s. d.</i>				
1st year ..	39	92 6	Under 18	58	137 6	Workers engaged in making coffins of wrought timber for either polishing or varnishing ..		325 0	322 0
2nd year ..	54	128 0	18 ..	77	182 6	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals		312 0	309 0
3rd year ..	68	161 0	19 ..	99	234 6	Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons ..		307 6	304 6
4th year ..	90	213 6	20 ..	100 +	262 6	Other chauffeurs who drive and may be required to change tyres, oil, and/or plugs, or grease, clean, and/or polish a motor vehicle ..		294 0	291 0
5th year ..	100 +	254 6		25s. 6d.		All others ..		274 0	271 0
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 27ls. per week. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.			PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 27ls. per week.			Provided that a male employee who is required to reside at either a principal or a branch establishment and carry out the duties of arranging funerals, receiving monies, and/or answering telephone calls outside his ordinary hours of employment, shall, in addition to any other payments to which he may be entitled, be paid £3 10s. per week.			

Allowances.—For allowances under this Determination see clause 12:

### FEMALE ATTENDANT.

3. A female attendant who resides at either a principal or a branch establishment shall receive not less than 50s. per week, and shall not be entitled to the benefits of this Determination other than those prescribed in clause 10 Annual Holidays.

### TIMES OF BEGINNING AND ENDING WORK.

4. The ordinary times of beginning and ending work shall be between 8 a.m. and 5.30 p.m. Monday to Friday inclusive. A meal interval of 60 minutes shall be allowed, and taken between the hours of 11 a.m. and 2 p.m.

## WEEK-END BURIAL OR CREMATION.

5. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions:—

(a) Unless such burial or cremation is by direction of the District Officer of Health and—

(i) the deceased has died from an acute infectious disease; or

(ii) the body is in a state of obvious decomposition at the time when the funeral arrangements are being made;

(b) the deceased person died between the hours of midday and midnight on the preceding Thursday; or

(c) where any of the holidays prescribed in clause 20 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 20.

## REMOVALS.

6. (a) An employee shall not be required to undertake any removal unless assisted by the employer or another of his employees.

(b) An employee shall not be required to undertake a removal from any hospital or institution between the hours of 9 p.m. on and day and 7 a.m. on the following day.

(c) An employee required to undertake any removal between the hours of midnight and 6 a.m. shall be paid a minimum of 25s. for each such removal, provided that two or more removals from the same premises at the same time shall be deemed to be only one removal.

## OVERTIME.

7. Outside the hours fixed as the times of beginning and ending work . . . . . } Time and a half.  
Within the hours so fixed in excess of the number of hours as fixed for a week's work }

An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## TERMS OF ENGAGEMENT.

8. Any employee (other than a casual employee) willing and available to work shall, in respect of each week of his employment, be paid the full weekly wage fixed by this Determination and shall, in addition, be paid at overtime rates for work done in excess of or outside the ordinary hours of employment.

## CASUAL LABOUR.

9. Casual employees, i.e., persons who are employed during any week for not more than on-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of three pounds per day.

## ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

## PAYMENT OF WAGES.

11. All wages must be paid on Thursday, and in the employer's time. Each pay envelope shall be endorsed with the gross amount payable to the employee, and an itemised statement as to the amounts of deductions therefrom.

## ALLOWANCES.

12. (i) An employee instructed to report for work at a time when ordinary means of public transport are not available, shall be reimbursed all fares necessarily expended in going to and returning from such work.

(ii) An employer shall re-imburse an employee the cost of any telephone calls made under instructions by him or in the case of an emergency in connexion with the duties of such employee.

## TELEPHONE RENTAL.

13. Where an employer requires an employee to have a telephone installed at his residence, half the rental cost of such telephone shall be paid by the employer.

## HOLIDAYS.

14. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and,

(i) within the said Metropolitan District as defined in the *Labour and Industry Act 1953*—Melbourne Cup Day and Show Day;

(ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any employer and a majority of his employees; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this condition shall only apply for the so substituted, or should any such holiday occur on a Saturday or a Sunday and a day is not so substituted employees whether called upon to work on such day or not shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the employer concerned.

## SICK LEAVE.

15. (a) Any employee (other than a casual employee) who has had not less than six months' service with the same employer shall be entitled to leave of absence on account of ill-health, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall be entitled to leave of absence (without deduction of pay) for a period not exceeding in the aggregate 40 hours of working time in any year of service.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year such portion as is not taken shall, provided the employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year and also cumulative upon any sick leave (not exceeding 120 hours of working time) which may have been standing to the credit of the employee on the 1st May, 1953.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under sub-clause (b) hereof.

## SUNDAY WORK.

16. All employees assisting in the carrying out of funerals or removals on any Sunday shall be paid a minimum of 20s. for such work.

## PICNIC DAY.

17. The third Wednesday in February in each year shall be observed as a holiday within a radius of 25 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, Geelong, and Warrnambool.

## EXTENDED JOURNEY.

18. A motor driver shall not be required to travel on any journey extending over 110 miles from the employer's headquarters unless accompanied by a male adult employee who shall also be a licensed motor driver.

## TERMINATION OF EMPLOYMENT.

19. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.



SPECIAL RATES.

20. Time and a half, with a minimum payment of 10s. shall be paid for all work done on a Saturday, and double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Picnic Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and,

- (i) within the Metropolitan District as defined in the *Labour and Industry Act 1953*—Melbourne Cup Day and Show Day;
- (ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any employer and a majority of his employees;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

PROVISION FOR PROTECTIVE CLOTHING.

21. Gum boots shall be provided for employees whilst washing vehicles. Raincoats and rubber gloves for the use of employees when same are necessary, shall be provided by the employer.

STANDING BY TIME.

22. An employee called upon to stand by, that is to hold himself available if wanted, shall be paid the following rates:—

- (a) Between the hours of 5.30 p.m. and midnight (Monday to Friday)—3s. per night;
- (b) Between 7 a.m. and midnight on a Saturday, Sunday, or any of the holidays prescribed in clause 20 hereof—20s. per day.
- (c) The allowances prescribed in sub-clauses (a) and (b) hereof shall be in addition to appropriate payments for any work done during the hours therein mentioned;
- (d) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, an employee required to stand by at an employer's place of business shall be entitled to be paid at the rate prescribed for a chauffeur who makes adjustments and attends to actual running repairs to motor hearses, coaches, or wagons for all time he is so required to stand by.

WASHING MATERIALS.

23. Each employer shall provide towels, soap, and disinfectants for use by his employees.

EXHUMATIONS.

24. Any undertaker's assistant required to do any work in a cemetery in connexion with an exhumation shall receive an allowance of £1 in addition to his ordinary wage.

PIECEWORK.

25. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (Head to Heel).	If made Throughout by Hand—			If made with the Aid of Machinery Actually Installed on Employer's Premises, and driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long .. .. .	107 0	113 8	120 0	93 7	100 9	108 11
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) .. .. .	95 9	102 8	109 2	84 4	90 7	97 3
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long .. .. .	80 6	83 5	89 10	70 9	75 2	79 0
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long .. .. .	64 7	69 5	75 1	57 5	61 10	68 9
Common coffins, over 4 ft. 9 in. long .. .. .	14 5	16 2	18 1	12 7	14 2	16 2
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness .. .. .	16 2	18 1	20 2	14 2	16 2	18 1
		s. d.			s. d.	
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long .. .. .		59 8 each			50 7 each	
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long .. .. .		49 0 "			39 5 "	
Common coffins, up to 2 feet long .. .. .		64 7 per dozen			49 11 per dozen	
Common coffins, over 2 feet and up to 3 feet long .. .. .		87 1 "			69 6 "	
Common coffins, over 3 feet and up to 4 ft. 9 in. long .. .. .		118 1 "			92 10 "	
Inside shells for lead coffins .. .. .		43 0 each			28 11 each	
Cover lids, up to 2 feet wide .. .. .		59 10 per dozen			40 7 per dozen	
Cover lids, over 2 feet wide .. .. .		65 4 "			64 6 "	
					s. d.	
Extra for common coffins or coverlids if glued .. .. .					3 6 each	
Extra for lids made with two or three decks .. .. .					22 9 "	

DEFINITION.

26. "Best" coffins means a coffin which bears any ornamentation other than a plinth.

## PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 33 of the *Labour and Industry Act* 1953, this Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 28. Provided that piecework prices shall be adjusted proportionately to adjustments of the basic wage such adjustments to be to the nearest 1d.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	11 17 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 27.

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

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

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 10th May, 1955.



VICTORIA  
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FRIDAY, JULY 22.

[1955

*Labour and Industry Act 1953.*

DETERMINATION OF THE HOSPITAL EXECUTIVES BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed full time as an executive officer (namely, a secretary, an assistant secretary, a chief clerk, or an accountant) in or in connexion with any hospital or benevolent home registered pursuant to the *Hospital and Charities Act 1928*, and any amendments thereto” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

2. (i) Until the beginning of the first pay period to commence in May, 1955.

	Employed in Hospitals—		Employed in Benevolent Homes—	
	Males.	Females.	Males.	Females.
<i>Secretary.</i>	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Where the adjusted bed capacity is—				
under 25 .. .. .	19 0 6	15 10 6	17 6 0	14 2 3
25 to 35 .. .. .	19 7 3	15 15 6	17 12 0	14 6 9
36 „ 45 .. .. .	19 16 6	16 2 6	18 0 6	14 13 3
46 „ 55 .. .. .	20 6 3	16 9 9	18 9 3	14 19 9
56 „ 65 .. .. .	20 18 9	16 19 9	19 0 9	15 8 9
66 „ 75 .. .. .	21 11 6	17 9 3	19 12 3	15 17 6
76 „ 85 .. .. .	22 4 0	17 15 0	20 3 9	16 2 9
86 „ 95 .. .. .	23 0 0	18 7 9	20 18 3	16 14 3
96 „ 105 .. .. .	24 2 6	19 5 6	21 18 6	17 10 6
106 „ 125 .. .. .	25 4 9	20 3 3	22 18 9	18 6 6
126 „ 150 .. .. .	26 7 0	21 1 0	23 19 0	19 2 9
151 „ 175 .. .. .	28 15 3	22 19 9	26 3 0	20 18 0
176 „ 200 .. .. .	29 18 6	23 18 6	27 4 0	21 15 0
201 „ 250 .. .. .	31 1 9	24 17 3	28 5 3	22 12 0
251 „ 300 .. .. .	32 5 3	25 15 9	29 6 6	23 8 9
301 „ 350 .. .. .	33 8 6	26 14 3	30 7 9	24 5 9
351 „ 400 .. .. .	34 12 0	27 13 0	31 9 0	25 2 9
401 „ 450 .. .. .	35 18 3	28 14 3	32 13 0	26 2 0
451 „ 500 .. .. .	37 5 0	29 15 6	33 17 3	27 1 6
501 „ 550 .. .. .	38 11 6	30 16 9	35 1 6	28 0 9
551 „ 600 .. .. .	39 18 3	31 18 0	36 5 9	29 0 0
601 „ 650 .. .. .	41 5 0	32 19 6	37 10 0	29 19 6
651 „ 700 .. .. .	42 11 6	34 1 0	38 14 0	30 19 0
701 „ 750 .. .. .	43 17 9	35 1 9	39 18 0	31 18 0

WAGES PER WEEK.

	Employed in Hospitals or in Benevolent Homes.	
	Males.	Females.
<i>Assistant Secretary.</i>		
Where the adjusted bed capacity is—	£ s. d.	£ s. d.
under 150 .. .. .	21 17 9	17 9 9
151 „ 175 .. .. .	22 4 9	17 15 3
176 „ 200 .. .. .	22 11 6	18 0 9
201 „ 250 .. .. .	23 5 3	18 11 9
251 „ 300 .. .. .	23 19 0	19 2 9
301 „ 350 .. .. .	24 12 9	19 13 9
351 „ 400 .. .. .	25 6 6	20 4 9
401 „ 450 .. .. .	26 0 3	20 15 9
451 „ 500 .. .. .	26 14 0	21 6 9
501 „ 550 .. .. .	27 7 9	21 17 9
551 „ 600 .. .. .	28 1 6	22 8 9
601 „ 650 .. .. .	28 15 3	22 19 9
651 „ 700 .. .. .	29 9 0	23 10 9
701 „ 750 .. .. .	30 2 9	24 1 9
<i>Accountant.</i>		
Where the adjusted bed capacity is—		
under 95 .. .. .	19 2 9	15 5 9
96 „ 105 .. .. .	19 5 6	15 8 0
106 „ 125 .. .. .	19 10 6	15 12 0
126 „ 150 .. .. .	19 16 6	15 16 9
151 „ 175 .. .. .	20 2 6	16 1 9
176 „ 200 .. .. .	20 8 9	16 6 9
201 „ 250 .. .. .	21 1 3	16 16 9
251 „ 300 .. .. .	21 14 0	17 6 9
301 „ 350 .. .. .	22 6 9	17 17 0
351 „ 400 .. .. .	22 19 3	18 7 0
401 „ 450 .. .. .	23 12 0	18 17 3
451 „ 500 .. .. .	24 4 6	19 7 3
501 „ 550 .. .. .	24 17 3	19 17 3
551 „ 600 .. .. .	25 10 0	20 7 6
601 „ 650 .. .. .	26 2 6	20 17 9
651 „ 700 .. .. .	26 15 0	21 8 0
701 „ 750 .. .. .	27 7 9	21 17 9
<i>Chief Clerk.</i>		
Where the adjusted bed capacity is—		
under 105 .. .. .	16 18 9	13 10 9
106 to 125 .. .. .	17 1 6	13 13 9
126 „ 150 .. .. .	17 5 6	13 18 0
151 „ 175 .. .. .	17 9 3	14 2 9
176 „ 200 .. .. .	17 13 0	14 7 0
201 „ 250 .. .. .	18 0 9	14 11 9
251 „ 300 .. .. .	18 8 6	14 16 3
301 „ 350 .. .. .	18 16 3	15 0 9
351 „ 400 .. .. .	19 4 0	15 7 0
401 „ 450 .. .. .	19 11 6	15 13 0
451 „ 500 .. .. .	19 19 3	15 19 0
501 „ 550 .. .. .	20 7 0	16 5 3
551 „ 600 .. .. .	20 14 9	16 11 6
601 „ 650 .. .. .	21 2 6	16 17 6
651 „ 700 .. .. .	21 10 0	17 3 9
701 „ 750 .. .. .	21 17 9	17 9 9

(ii) Thereafter: the wages of both males and females shall be increased by 2s.

ADJUSTED BED CAPACITY.

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

(a) Out-patients' attendances—

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

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

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

- (a) eyes, ears, nose, and throat, shall be paid for as 401 adjusted beds;
- (b) dentistry, shall be paid for as 351 adjusted beds.
- (c) after care, shall be paid for as 351 adjusted beds.

## DEFINITIONS.

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

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

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

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

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

## WORKING WEEK.

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

## SUBSIDIARY HOSPITAL OR ANNEXES.

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

## PUBLIC HOLIDAYS.

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

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

## SICK LEAVE.

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

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

## ANNUAL LEAVE.

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

Secretary .. .. .	Four weeks
All others .. .. .	Three weeks

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

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

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

## LONG SERVICE LEAVE.

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

- (i) If on retirement an officer has completed more than 20 years' service a *pro rata* amount of leave shall be added to the six months' leave prescribed for all service in excess of 20 years.  
 (ii) If on the resignation of an officer he has completed more than 20 years' service he shall be entitled only to six months' leave of absence or payment in lieu as if he had only completed a period of 20 years.  
 (iii) Upon the death from any cause of an officer, who, at the date of his death was eligible for the grant of long service leave, the Committee shall pay to the legal representative of the deceased officer the amount that the officer would have been entitled to receive had he retired immediately prior to the date of his death.

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

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

"Service" shall mean service calculated as from the date of entering the present employment with the Institution (including any statutory body directly associated with such Institution or Institutions) and shall include all periods during which an officer was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the Institution or statutory body as the case may be.

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

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

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

## HIGHER DUTIES ALLOWANCE.

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

TRAVELLING ALLOWANCE.

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

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

TERMINATION OF SERVICES.

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

ACCOMMODATION.

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

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

RATES AND CONDITIONS TO BE MAINTAINED.

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

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 17.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 16.

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

P. A. RANGLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th June, 1955.



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GOVERNMENT GAZETTE.

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No. 563]

FRIDAY, JULY 22.

[1955

*Labour and Industry Act 1953.*

DETERMINATION OF THE MANUFACTURING CHEMISTS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) a wholesale or a manufacturing chemist;

(b) manufacturing toilet preparations, perfumery, essences, essential oils, food preservatives, branding fluids, deodorants, disinfectants, fungicides, insecticides, vermin destroyers, weed destroyers,”

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 21st June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

	Apprentices.			Improvers.	
	Males. Per Week.	Females. Per Week.		Males. Per Week.	Females. Per Week.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	68 6	57 0	Under 16 years of age ..	68 6	57 0
2nd year .. .. .	83 0	69 0	16 years of age .. .. .	83 0	69 0
3rd year .. .. .	114 0	80 0	17 year of age .. .. .	114 0	80 0
4th year .. .. .	154 0	92 6	18 year of age .. .. .	154 0	92 6
5th year .. .. .	192 0	113 6	19 years of age .. .. .	192 0	113 6
			20 years of age .. .. .	237 0	140 0

NUMBER (in any place).

*Apprentices.*

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

*Male Improvers.*

One male improver to every three or fraction of three male workers receiving 280s. 6d. per week.

*Female Improvers.*

One female improver to every two or fraction of two female workers receiving 192s. per week.

Apprentices and Improvers shall be subject to the same numbers of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.		Wages Per Week of 40 Hours.
<i>Males.</i>		
<i>(a) Employees in Warehouses.</i>		
		<i>s. d.</i>
Foreman of any Department in which six or more workers are employed .. .. .		318 6
Foreman of any Department in which three to five workers are employed .. .. .		309 6
First Assistant i.e., a person in a Department who is required to keep official records and in addition required to weigh, measure, check, wrap on label drugs .. .. .		307 6
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision .. .. .		298 0
Drug Department employee who is required only to weigh and/or measure under supervision .. .. .		290 6
Salesman in any Department under supervision .. .. .		286 6
All other .. .. .		280 6
<i>(b) Employees (other than in Warehouses).</i>		
<i>(i) In Alkaloid Extraction Department.</i>		
Foreman in charge of one or more persons .. .. .		320 6
First assistant .. .. .		300 0
Second assistant .. .. .		292 6
<i>(ii) In Alkaloid Refining Department.</i>		
Person in charge of refining operations and records .. .. .		310 6
Refinery operator purifying alkaloids .. .. .		300 0
Refinery operator (other) .. .. .		292 6
<i>(iii) In Other Places.</i>		
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers .. .. .		318 6
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers .. .. .		309 6
First Assistant where five or more workers are employed .. .. .		299 0
Ether stillman .. .. .		297 0
Assistant including operators of machines engaged in any of the following processes under supervision :—		
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	}	
(b) Granulating .. .. .		290 6
(c) Pill and Tablet Coating .. .. .		
All others .. .. .		280 6
<i>Females.</i>		
Alkaloid Refinery Department.		
Person in charge of refinery operations and records .. .. .		247 6
Person filling and wrapping .. .. .		217 0
Other Places.		
Forewoman in charge of one to five workers .. .. .		211 6
Forewoman in charge of six or more workers .. .. .		217 3
Other adults .. .. .		192 0

EXTRA RATES.

3. (a) Employees engaged in processing Gentian Violet, Methylene Blue, Acriflavine, or similar substances shall be paid 6d. per hour extra.

(b) Employees whilst engaged in manufacturing and/or processing, filling and/or sealing, and/or de-contaminating containers of organic phosphorus pesticides as covered by the first schedule of "Use of Pesticides Regulations, 1953" under the Health Acts, shall be paid an allowance of 9d. per hour or part thereof extra with a minimum payment of 1s. 6d. per day.

4. TIMES OF BEGINNING AND ENDING WORK :—

Times of Beginning.	Times of Ending.	
7.45 a.m. ..	5.15 p.m. ..	Monday to Friday inclusive.

OVERTIME.

5. (a) The following rates shall be paid for all work done :—

- (i) Outside the times of beginning and ending work in any one day .. .. .
  - (ii) Within the times of beginning and ending work in excess of 40 hours in any week .. .. .
  - (iii) On Saturday .. .. .
- } Time and a half for the first three hours and double time thereafter.

(b) An employer may require any employee to work reasonable overtime at overtime rates and such employees shall work overtime in accordance with such requirement.

MEAL MONEY.

6. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid a meal money allowance of 3s. 6d.

Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he shall be entitled to the appropriate meal allowance as herein provided.

TERMS OF EMPLOYMENT.

7. (a) All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid or forfeited, as the case may be. Such notice shall be given at the end of a working week, but an employee may be dismissed summarily for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 10.



(b) Notwithstanding the provisions of sub-clause (a) hereof the employer may deduct payment for any time during which the employee cannot be usefully employed because of any strike, or any other cause for which the employer cannot reasonably be held responsible; but any such employee shall be entitled to payment for any of the holidays named in clause 8 which occur during such period.

(c) Where an employee is stood down under the provisions of sub-clause (b) hereof, the time lost to the employee shall not affect the continuity of employment.

#### HOLIDAYS.

8. All employees shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted. Provided that any employee absenting himself or herself from work without reasonable excuse or without permission of the employer for any portion of the working day proceeding or following a holiday provided for in this clause, shall not be entitled to payment for such holiday.

#### ANNUAL HOLIDAY.

9. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953* and any amendments which may be made thereto from time to time.

(b) In addition to the annual holidays prescribed in sub-clause (a) hereof, seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of annual holidays prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

#### SICK LEAVE.

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

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

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

(b) If the full period of sick leave, as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st June, 1948, shall be disregarded.

#### DEFINITION OF FOREMAN.

11. Where three or more adults are employed in any department of a warehouse, one shall be deemed to be a foreman and entitled to the rate prescribed for such a foreman.

#### MEAL INTERVAL.

12. No employees shall be required to work for a longer period than five hours without an interval of at least half an hour for a meal.

#### SPECIAL RATES.

13. All work done on Sundays, New Year's Day, Australia Day, Easter Monday, Good Friday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time, but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the days so substituted.

#### SHIFT WORK.

14. By mutual agreement between an employer and his employees shifts may be worked subject to the following conditions:—

- (a) The rates of pay for shift workers shall be:—
  - (i) On afternoon shift, 7½ per cent. in excess of ordinary rates.
  - (ii) On night shift, 10 per cent. in excess of ordinary rates.
- (b) Overtime shall be paid at the rate of time and a half for all time worked in excess of 8 hours per shift in any week in which six or more shifts are worked and in excess of 8 hours 48 minutes per shift in any week in which less than six shifts are worked.
- (c) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoon or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.
- (d) For the purposes of this clause "afternoon shift" means any shift finishing after 6 p.m. and at or before midnight and "night shift" means any shift worked wholly or partly between midnight and 7.30 a.m.

#### PROTECTIVE CLOTHING.

15. (a) Waterproof boots and protective clothing shall be provided by the employer when employees are required to work in wet places, and when employees are employed in a room where powders are being mixed or employed in the handling of acids or other materials injurious to clothing they shall be provided with overalls or dust coats, whichever is the most suitable.

(b) Not more than two sets of overalls or other protective clothing per year shall be supplied by the employer, when necessary, free of cost to the employee.

#### REST PERIOD.

16. A rest period of ten minutes shall be allowed all employees in the forenoon, such period to count as time worked.

#### PAYMENT OF WAGES.

17. Wages shall be paid, in the employer's time, not later than Thursday in each week.

#### RIGHT OF ENTRY OF UNION OFFICIAL.

18. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry.

FIRST-AID OUTFITS.

19. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit, consisting of the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual first-aid .. .. .	1
Petrolatum, carbolized .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water .. .. .	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act, 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 21.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 20.

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

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

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

	Apprentices.		Improvers.	
	Males.	Females.	Males.	Females.
	Percentage of Basic Wage.	Percentage of Female Basic Wage.	Percentage of Basic Wage.	Percentage of Female Basic Wage.
1st year .. .. .	29	32	Under 16 years of age .. .. .	29
2nd year .. .. .	35	39	16 years of age .. .. .	35
3rd year .. .. .	48	45	17 years of age .. .. .	48
4th year .. .. .	65	52	18 years of age .. .. .	65
5th year .. .. .	81	64	19 years of age .. .. .	81
			20 years of age .. .. .	100
				79

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th June, 1955.



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, JULY 22.

[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  
18th day of July, 1955.

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

### FACTORY ENGINE DRIVERS BOARD.

Clauses 2, 3 and 4 of the Determination made on 21st February, 1955, and in force as from the beginning of the first pay period to commence on or after the 2nd January, 1955, 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 in- cluded.
	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>A. STATIONARY ENGINE DRIVERS</b>				
<i>Steam Engines—</i>				
First class .. .. .	14 7 6	14 13 6	14 14 0	14 4 6
First class with condenser .. .. .	14 18 0	15 4 0	15 4 6	14 15 0
Second class .. .. .	13 17 0	14 3 0	14 3 6	13 14 0
Second class with condenser .. .. .	14 7 6	14 13 6	14 14 0	14 4 6
<i>Suction Gas and Other Internal Combustion Engine—</i>				
50 brake horse power or over .. .. .	14 7 6	14 13 6	14 14 0	14 4 6
Under 50 brake horse power .. .. .	13 17 0	14 3 0	14 3 6	13 14 0
<i>Electric Motor Attendants—</i>				
On motors over 250 horse power .. .. .	14 7 6	14 13 6	14 14 0	14 4 6
On motors 100 horse power to 250 horse power inclusive .. .. .	13 10 6	13 16 6	13 17 0	13 7 6
On motors under 100 horse power .. .. .	12 18 0	13 4 0	13 4 6	12 15 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 makers' 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 Warramboul, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<b>B. LOCOMOTIVE ENGINE DRIVERS</b>				
If human beings other than train crew are sometimes or always carried .. .. .	15 16 0	16 2 0	16 2 6	15 13 0
Others .. .. .	15 4 0	15 10 0	15 10 6	15 1 0
If the gauge is less than three feet, 7s. 6d. per week less in each case.				
<b>C. WINCH DRIVERS</b>				
Log haulers on timber mills or on tramways on timber mill (exceeding 8 inch diameter cylinder) ..	14 7 6	14 13 6	14 14 0	14 4 6
Others .. .. .	13 18 6	14 4 6	14 5 0	13 15 6
<b>D. CRANE DRIVERS.</b>				
Lofty cranes—1st class .. .. .	15 10 0	15 16 0	15 16 6	15 7 0
Lofty cranes—2nd class .. .. .	15 3 6	15 9 6	15 10 0	15 0 6
Lofty cranes—3rd class .. .. .	14 17 6	15 3 6	15 4 0	14 14 6
Cantilever cranes .. .. .	15 3 6	15 9 6	15 10 0	15 0 6
Cranes transporting molten metal in foundries ..	14 5 0	14 11 0	14 11 6	14 2 0
Steam travelling cranes .. .. .	14 5 0	14 11 0	14 11 6	14 2 0
Other steam cranes .. .. .	13 18 6	14 4 6	14 5 0	13 15 6
Grab cranes .. .. .	14 5 0	14 11 0	14 11 6	14 2 0
Electric cranes not elsewhere included—				
Four motions and over .. .. .				
Overhead traverser with auxiliary hoist ..				
Traverser with jib hoist .. .. .				
Two or three motions .. .. .	13 12 6	13 18 6	13 19 0	13 9 6
Overhead traverser .. .. .				
Stationary jib .. .. .				
Stationary jib hoist .. .. .				
Traverser jib .. .. .				
Hydraulic stationary jib cranes .. .. .	13 6 0	13 12 0	13 12 6	13 3 0
Mobile cranes lifting capacity up to and including 5 tons	14 15 0	15 1 6	15 1 6	14 12 0
Mobile cranes lifting capacity over 5 tons but not exceeding 10 tons .. .. .	15 2 6	15 8 6	15 9 0	14 19 6
Mobile cranes lifting capacity over 10 tons but not exceeding 20 tons .. .. .	15 12 0	15 18 0	15 18 6	15 9 0
Mobile cranes lifting capacity over 20 tons ..	16 1 0	16 7 0	16 7 6	15 18 0
Fork lift driver .. .. .	14 5 0	14 11 0	14 11 6	14 2 0
Where two or more fork lifts are engaged on any one lift	14 11 0	14 17 0	14 17 6	14 8 0
Cranes and hoists not elsewhere included ..	13 0 0	13 6 0	13 6 6	12 17 0
String cranes—5 tons or less .. .. .	12 18 0	13 4 0	13 4 6	12 15 0
<b>E. TRACTION ENGINE DRIVERS</b>				
<i>Road—</i>				
Traction engine (steam) .. .. .	14 13 6	14 19 6	15 0 0	14 10 6
Traction engine (oil—50 brake horse power or over)	14 11 0	14 17 0	14 17 6	14 8 0
Traction engine (oil—under 50 brake horse power)	14 5 0	14 11 0	14 11 6	14 2 0
When used as stationary engines, Division A. of this clause shall apply.				
<i>Rail—</i>				
Electric traction motor .. .. .	13 10 0	13 16 0	13 16 6	13 7 0
Internal combustion traction motor .. .. .	13 10 0	13 16 0	13 16 6	13 7 0
<i>Tow Motors—</i>				
Tow motor .. .. .	13 7 6	14 0 0	13 14 0	13 4 6
<b>F. MECHANICAL PLANT-DRIVERS AND/OR OPERATORS</b>				
Navvies and Dragline or Dredge type Excavators—				
(a) Driver .. .. .	16 1 0	16 7 0	16 7 6	15 18 0
(b) Second driver .. .. .	14 11 0	14 17 0	14 17 6	14 8 0
Tractor Engines—				
Road roller (steam) .. .. .	14 13 6	14 19 6	15 0 0	14 10 6
Road roller (oil) .. .. .	14 11 0	14 17 0	14 17 6	14 8 0
Tractor Unit Plant—				
Tractors without power operated attachments or with power operated attachments not in use—				
(a) 50 brake horse power and under ..	14 5 0	14 11 0	14 11 6	14 2 0
(b) over 50 brake horse power .. .. .	14 11 0	14 17 0	14 17 6	14 8 0

	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>F. MECHANICAL PLANT-DRIVERS AND/OR OPERATORS—continued.</b>				
Tractors while using power operated attachments—				
(a) 35 brake horse power and under .. .. .	14 11 0	14 17 0	14 17 6	14 8 0
(b) over 35 brake horse power to 70 brake horse power .. .. .	15 2 6	15 8 6	15 9 0	14 19 6
(c) over 70 brake horse power to 130 brake horse power .. .. .	15 10 0	15 16 0	15 16 6	15 7 0
(d) over 130 brake horse power .. .. .	16 0 0	16 6 0	16 6 6	15 17 0
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 67s. 6d.				
<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 two and one half pence per hour for all work performed on that day.				
Loader, front end and overhead—Appropriate tractor wage .. .. .				
Loader, mechanical bucket type, truck or tractor mounted .. .. .	14 11 0	14 17 0	14 17 6	14 8 0
Grader, self-propelled over 40 b.h.p. .. .. .	15 9 0	15 15 0	15 15 6	15 6 0
Grader, self-propelled 40 b.h.p. and under .. .. .	14 18 0	15 4 0	15 4 6	14 15 0
Drawn grader with power operated controls .. .. .	15 4 0	15 10 0	15 10 6	15 1 0
Concrete paver, single drum .. .. .	14 1 0	14 7 0	14 7 6	13 18 0
Mixer operator, Barber Greene plant (pugmill) .. .. .	15 3 0	15 9 0	15 9 6	15 0 0
Screed operator, Barber Greene tamper and/or finisher .. .. .	15 3 0	15 9 0	15 9 6	15 0 0
Mixer operator, bituminous pre-mix plant .. .. .	14 1 0	14 7 0	14 7 6	13 18 0
Mixer unit operator, pre-mix seal .. .. .	14 1 0	14 7 0	14 7 6	13 18 0
Operator, aggregate dryer (other than Barber Greene plant) .. .. .	14 1 0	14 7 0	14 7 6	13 18 0
Operator, aggregate dryer, Barber Greene plant .. .. .	14 10 0	14 16 0	14 16 6	14 7 0
Operator, pre-mix drag spreader .. .. .	14 10 0	14 16 0	14 16 6	14 7 0
Operator, rotating belt aggregate spreader .. .. .	14 1 0	14 7 0	14 7 6	13 18 0
<b>G. FIREMEN</b>				
Firemen .. .. .	13 2 0	13 8 0	13 8 6	12 19 0
Firemen—1st class .. .. .	13 16 0	14 2 0	14 2 6	13 13 0
Leading fireman—1st class .. .. .	14 12 0	14 18 0	14 18 6	14 9 0
Leading fireman—2nd class .. .. .	14 5 0	14 11 0	14 11 6	14 2 0
Locomotive fireman .. .. .	13 10 0	13 16 0	13 16 6	13 7 0
<b>H. GREASERS.</b>				
Greaser or oiler .. .. .	12 18 0	13 4 0	13 4 6	12 15 0
Greaser or oiler—1st class .. .. .	13 16 0	14 2 0	14 2 6	13 13 0
Trimmer .. .. .	12 14 0	13 0 0	13 0 6	12 11 0
Fuelman .. .. .	12 14 0	13 0 0	13 0 6	12 11 0
Engine cleaner .. .. .	12 14 0	13 0 0	13 0 6	12 11 0
Boiler cleaner .. .. .	12 14 0	13 0 0	13 0 6	12 11 0
<b>I. OTHERS</b>				
Pile-driving machine .. .. .	14 12 6	14 18 6	14 19 0	14 9 6

**J. ADDITIONS TO WAGES AND LIMITATION OF MAXIMUM AND MINIMUM MARGINS.**

	Per week s. d.
An engine driver or fireman engaged as hereinafter specified shall have his marginal rate increased as follows:—	
(a) Attending to refrigerating compressor or refrigerating compressors .. .. .	15 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity .. .. .	15 0
In charge of plant— .. .. .	15 0
Provided that except as to dragline excavators and tractors these rates shall not be cumulative to the extent of increasing the margin of an employee above 90s. and provided further that an engine driver attending a refrigerating compressor or compressors shall be paid a total margin of not less than—	
(i) where the capacity is 25 tons or less .. .. .	56 0
(ii) where the capacity is over 25 tons .. .. .	75 0
Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purpose of this Determination.	
(b) In a bush sawmill required to do saw sharpening .. .. .	25 0
(c) Attending to switchboard where the generating capacity is 350 K.W. or over .. .. .	7 6

## SPECIAL RATES.

3. In addition to the wages prescribed in clause 2.

*Boiler Cleaning.*

(a) Any person engaged inside the gas or water space of any boiler, flue or economiser, in cleaning or scraping work shall, whilst so employed, be paid 1s. 6d. per hour in addition to his ordinary or overtime rate of pay.

*Cold Places.*

(b) An employee working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit shall be paid 4d. per hour. Where work continues for more than two hours such employees shall be entitled to a rest period of 20 minutes every two hours without loss of pay.

*War Damaged Ships.*

(c) All employees engaged in the cutting and removal of torn twisted and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows:—

- (i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra;
- (ii) Where the work is carried out in the presence of explosives of combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra.;
- (iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned.

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

*Wet Places.*

(d) An employee required to work in such a place as would render him liable to become wet shall be paid 6d. per hour extra for all such time worked unless protective clothing is provided in accordance with Clause 22 (g) of this Determination.

## JUNIOR LABOR.

4. (a) The minimum rates of wages 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 undermentioned percentages of the basic wage prescribed for the area in which they are employed and in addition thereto the additional amounts specified.

	Percentage of Basic Wage.	Additional Amount per Week.	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 Warrnambool, 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	3 0	2 19 5	2 19 6	3 1 0	2 18 6
16 years of age .. ..	32	4 3	3 19 3	3 19 3	4 1 9	3 18 3
17 years of age .. ..	58	8 0	7 4 6	7 4 6	7 8 0	7 2 6
18 years of age .. ..	73	10 0	9 1 6	9 1 6	9 6 6	8 19 6
19 years of age but under 20 years of age .. ..	88	11 6	10 18 6	10 18 6	11 4 0	10 15 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine driver stops or starts an engine he shall be paid 15s. 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.



# VICTORIA GOVERNMENT GAZETTE.

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No. 565]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
18th day of July, 1955.

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

### BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 4th April, 1955, and in force as from the beginning of the first pay period to commence on or after that date, shall be replaced by the following clauses:—

#### APPRENTICES AND IMPROVERS.

2. MALES\*—*Apprentices* (Other than those covered by the Apprenticeship Commission).  
*Wages per Week of 40 Hours.*

#### *Five Years' Terms.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—			
1st six months .. .. .	30	0 9	3 13 6
2nd six months .. .. .	37½	0 9	4 11 6
Second year's experience—			
1st six months .. .. .	45	1 0	5 10 0
2nd six months .. .. .	52½	1 0	6 8 0
Third year's experience—			
1st six months .. .. .	60	1 6	7 6 6
2nd six months .. .. .	70	1 6	8 11 0
Fourth year's experience—			
1st six months .. .. .	77½	2 3	9 10 0
2nd six months .. .. .	85	2 3	10 8 0
Fifth year's experience—			
1st six months .. .. .	95	3 0	11 13 0
2nd six months .. .. .	100 plus 5s.	3 0	12 10 0
Thereafter the adult male minimum wage.			

#### *Four Years' Terms.*

First year's experience—			
1st six months .. .. .	37½	0 9	4 11 6
2nd six months .. .. .	45	0 9	5 9 6
Second year's experience—			
1st six months .. .. .	60	1 6	7 6 6
2nd six months .. .. .	70	1 6	8 11 0
Third year's experience—			
1st six months .. .. .	77½	2 3	9 10 0
2nd six months .. .. .	85	2 3	10 8 0
Fourth year's experience—			
1st six months .. .. .	95	3 0	11 13 0
2nd six months .. .. .	100 plus 5s.	3 0	12 10 0
Thereafter the adult male minimum wage			

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued.*  
*Three Years' Terms.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months .. .. .	45	1 6	5 10 6
2nd six months .. .. .	60	1 6	7 6 6
Second year's experience—			
1st six months .. .. .	77½	2 3	9 10 0
2nd six months .. .. .	85	2 3	10 8 0
Third year's experience—			
1st six months .. .. .	95	3 0	11 13 0
2nd six months .. .. .	100 plus 5s.	3 0	12 10 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

*Proportion.*

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

*FEMALES—Improvers.*

3. Females employed clicking, designing, or cutting patterns, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months .. .. .	40	0 9	3 13 6
2nd six months .. .. .	47½	1 0	4 7 0
3rd six months .. .. .	55	1 6	5 1 6
4th six months .. .. .	62½	1 9	5 15 0
5th six months .. .. .	70	2 0	6 9 0
6th six months .. .. .	77½	2 3	7 3 0
7th six months .. .. .	87½	2 6	8 1 6
8th six months .. .. .	95	2 9	8 15 0
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months .. .. .	55	1 6	5 1 6
2nd six months .. .. .	62½	1 9	5 15 0
3rd six months .. .. .	70	2 0	6 9 0
4th six months .. .. .	77½	2 3	7 3 0
5th six months .. .. .	87½	2 6	8 1 6
6th six months .. .. .	95	2 9	8 15 0
And thereafter not less than the minimum wage for adult females			

† "Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

*Proportion.*

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices or less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.



Other Employees.

4. (a)

MALES

		Wage Per Week of 40 Hours
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers	.. .. .	15 13 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits)	.. .. .	14 18 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand	.. .. .	14 6 0
By machine	.. .. .	14 6 0
All others	.. .. .	13 18 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand	.. .. .	14 15 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting	.. .. .	14 6 0
All others	.. .. .	13 18 0
Making—		
Making right through by hand including slip lasted and prewelled	.. .. .	
Pulling over hand or machine	.. .. .	
Lasting hand or machine	.. .. .	
Sewing or stitching	.. .. .	
Sole laying	.. .. .	
Operating screwer	.. .. .	
Operating rounding machine	.. .. .	
Pegging, hand or machine	.. .. .	
Pulling up sides, seats or backs, hand or machine	.. .. .	
Heeling, hand or machine	.. .. .	
Operating upper roughing machine	.. .. .	14 18 0
Operating cement press	.. .. .	
First and second lasting of pumps	.. .. .	
Pounding	.. .. .	
Lizary, Monash, lacing or plaiting of basket shoes	.. .. .	
Blocking, steaming and drying (slippers)	.. .. .	
Ironing on last	.. .. .	
Inseam trimming	.. .. .	
Operating stitch spearator	.. .. .	
Hungarian nailing by hand or machine and Cutlan nailing	.. .. .	
Slugging	.. .. .	
Rivetting, hand or machine	.. .. .	
Drilling for temporary screw	.. .. .	
Operating loose nailer	.. .. .	
Feathering including welt waists	.. .. .	
Levelling, hand or machine	.. .. .	
Turning (slippers)	.. .. .	
Laying linings and shanking	.. .. .	13 18 0
Pulling on—all classes	.. .. .	
Opening and closing channels	.. .. .	
Operating buzzer	.. .. .	
Tingling or trimming, hand or machine	.. .. .	
Putting on heel and toe plates	.. .. .	
Sorting lasts	.. .. .	
Putting in filling, shanks, stiffeners and toes	.. .. .	
Slipping off	.. .. .	
Pulling out tacks and nails	.. .. .	13 12 0
Solutioning and cementing, hand or machine	.. .. .	
Putting on studs or bars	.. .. .	
All others	.. .. .	
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer	.. .. .	14 18 0
Operating Naumkeag and/or sandpapering machine and heel breasting	.. .. .	14 6 0
All others	.. .. .	13 18 0
Slipping-off	.. .. .	13 12 0
Upper Closing—		
All employees	.. .. .	13 18 0
Cleaning—		
All employees	.. .. .	13 12 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

					Wages Per Week of 40 Hours.
					£ s. d.
Females with less than twelve months' experience	..	..	..	..	9 4 6
Females with twelve months' experience or more	..	..	..	..	10 3 6

(d) In addition to the rates prescribed herein any female employee :—

- i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.
- (ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

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



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
18th day of July, 1955.

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

### WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 750 of the 3rd August, 1951, shall be replaced by the following clauses:—

2.

#### WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).*

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills .. .. .	13 2 6	12 16 0	12 13 0
(2) Blacksmith .. .. .	14 17 0	14 10 6	14 7 6
(3) Blacksmith's striker .. .. .	13 6 6	13 0 0	12 17 0
(4) Boxes, crates and/or cases—			
(a) Cleaning and/or steaming .. .. .	13 2 0	12 15 6	12 12 6
(b) Breaking up .. .. .	13 2 0	12 15 6	12 12 6
(c) Spraying machinist .. .. .	13 2 0	12 15 6	12 12 6
(d) Splicing machinist .. .. .	13 2 0	12 15 6	12 12 6
(e) Printing machinist .. .. .	13 2 0	12 15 6	12 12 6
(f) Munitions—ammunition box manufacture—employees not elsewhere included .. .. .	13 5 6	12 19 0	12 16 0
(g) Lacing and wiring machinist .. .. .	13 5 6	12 19 0	12 16 0
(h) Nailing machinist .. .. .	13 5 6	12 19 0	12 16 0
(i) Cleating machinist .. .. .	13 5 6	12 19 0	12 16 0
(j) Finishing .. .. .	13 8 6	13 2 0	12 19 0
(k) Wire bound box making machinist .. .. .	13 11 6	13 5 0	13 2 0
(l) Hoop ironing and/or wiring (bench hand) .. .. .	13 13 6	13 7 0	13 4 0
(m) Making and/or repairing manual .. .. .	13 13 6	13 7 0	13 4 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck .. .. .	13 10 6	13 4 0	13 1 0
(6) Broad axeman and/or adzeman .. .. .	14 16 0	14 9 6	14 6 6
(7) Cable drum and/or reel maker, assembler and/or finisher .. .. .	13 15 0	13 8 6	13 5 6
(8) Carpenter, bush (as defined) .. .. .	13 19 6	13 13 0	13 10 0
(9) Crane attendant or dogman—			
(a) working up to a height of 40 feet .. .. .	13 5 6	12 19 0	12 16 0
(b) working at a height of over 40 feet. .. .. .	13 8 6	13 2 0	12 19 0
(10) Driver—			
(i) Bullock team, bush .. .. .	14 11 0	14 4 6	14 1 6
(ii) Caterpillar or similar type of logging tractor .. .. .	14 11 0	14 4 6	14 1 6
(iii) Horse (bush)—			
(a) Driver of one or two horses .. .. .	13 17 6	13 11 0	13 8 0
(b) Driver of three horses .. .. .	14 2 0	13 15 6	13 12 6
(c) Driver of more than three horses .. .. .	14 5 0	13 18 6	13 15 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday .. .. .	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday .. .. .	..	..	..
11) Elevator and/or piler man in connexion with stacking or unstacking timber .. .. .	13 4 6	12 18 0	12 15 0
(12) Faller .. .. .	14 3 6	13 17 0	13 14 0
(13) Faller, head (as defined) .. .. .	14 16 0	14 9 6	14 6 6
(14) Grinder, whose principal duty is grinding knives and cutters .. .. .	14 10 0	14 3 6	14 0 6
(15) Guard (as defined) .. .. .	13 19 6	13 13 0	13 10 0
(16) Kiln attendant (as defined) .. .. .	13 10 6	13 4 0	13 1 0
(17) Kiln operator (as defined) .. .. .	13 17 0	13 10 6	13 7 6
(18) Kiln supervisor (as defined) .. .. .	14 12 0	14 5 6	14 2 6
(19) Labourer, experienced (as defined) .. .. .	12 17 6	12 11 0	12 8 0
(20) Landing builder or repairer .. .. .	13 6 0	12 19 0	12 16 0
(21) Landing builder or repairer (man in charge of) .. .. .	13 16 6	13 10 0	13 7 0
(22) Loading or turning sleepers over 5 feet long .. .. .	13 5 6	12 19 0	12 16 0
(23) Loading logs .. .. .	13 5 6	12 19 0	12 16 0
(24) Log chuteman .. .. .	13 5 6	12 19 0	12 16 0
(25) Log conveyorman .. .. .	13 6 0	12 19 6	12 16 6
(26) Log yardman or skidman .. .. .	13 6 0	12 19 6	12 16 6
(27) Machinists as set out hereunder—			
(i) "A" Grade .. .. .	14 10 0	14 3 6	14 0 6
<p>A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—</p> <p>(a) Bolt's carver;</p> <p>(b) Buzzer and/or jointer (using other than straight knives and cutters);</p> <p>(c) Cross grainer;</p> <p>(d) Drum sander (four or more drums);</p> <p>(e) General joiner;</p> <p>(f) Linderman; gluer and joiner;</p> <p>(g) Lock angle machine;</p> <p>(h) Moulder;</p> <p>(i) Planer—3 heads or more (other than box);</p> <p>(j) Planer, box (four heads or more);</p> <p>(k) Router—working freehand;</p> <p>(l) Shaper (other than grooving and/or slotting in box and case making);</p> <p>(m) Spoke throater;</p> <p>(n) Tenoner—(using scribing irons) other than an automatic tenoner;</p> <p>(o) Trusser crozier;</p> <p>(p) Variety turning or automatic lathe—revolving head.</p> <p>An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.</p>			
(ii) "B" Grade .. .. .	13 15 0	13 8 6	13 5 6
<p>A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—</p> <p>(a) Automatic lathe (other than revolving heads);</p> <p>(b) Borer (three or more spindles);</p>			

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine.			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher .. .. .	13 12 6	13 6 0	13 3 0
(b) Moulder (excluding the feeder on automatic feed table) .. .. .	13 10 0	13 3 6	13 0 6
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade .. .. .	13 5 0	12 18 6	12 15 6
(d) Boring machine (less than three spindles) .. .. .	13 5 0	12 18 6	12 15 6
(28) Meal grinder .. .. .	13 3 0	12 16 6	12 13 6
(29) Millwright (as defined) .. .. .	14 15 6	14 9 0	14 6 0
(30) Offsider to ropeman or shoeman .. .. .	13 3 6	12 17 0	12 14 0
(31) Offsider to logging tractor or bull-dozer driver .. .. .	13 13 6	13 7 0	13 4 0
(32) Operator employed on gluing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b)) .. .. .	14 7 0	14 0 6	13 17 6
(33) Orderman (as defined) .. .. .	13 17 0	13 10 6	13 7 6
(34) Pine plantation employees—			
(a) Faller .. .. .	13 14 6	13 8 0	13 5 0
(b) Loaders, trimmers, and employees cutting logs .. .. .	13 4 6	12 18 0	12 15 0
(35) Plate layer .. .. .	13 5 6	12 19 0	12 16 0
(36) Pulp wood cutter and/or splitter .. .. .	13 7 6	13 1 0	12 18 0
(37) Rigger or tree climber .. .. .	14 16 0	14 9 6	14 6 6
(38) River logman (as defined) .. .. .	13 5 0	12 18 6	12 15 6
(39) Ropeman or shoeman .. .. .	14 3 6	13 17 0	13 14 0
(40) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer .. .. .	14 15 6	14 9 0	14 6 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes .. .. .	14 15 6	14 9 0	14 6 0
(c) Stave cutting sawyer .. .. .	14 5 6	13 19 0	13 16 0
(d) Sawyer who breaks down logs but does not cut planks to size .. .. .	14 2 6	13 16 0	13 13 0
(e) Fitching frame sawyer .. .. .	13 18 6	13 12 0	13 9 0
(f) No. 1 benchman .. .. .	14 15 6	14 9 0	14 6 0
(g) No. 2 benchman .. .. .	14 5 6	13 19 0	13 16 0
(h) No. 3 benchman .. .. .	13 13 6	13 7 0	13 4 0
(i) No. 4 benchman .. .. .	13 4 6	12 18 0	12 15 0
(j) Gang frame sawyer .. .. .	13 14 6	13 8 0	13 5 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman) .. .. .	13 11 6	13 5 0	13 2 0
(l) Ripper or crosscut, cutting wood blocks .. .. .	13 3 6	12 17 0	12 14 0
(m) Roller re-cut band sawyer using blade over 3 inches in width .. .. .	14 7 0	14 0 6	13 17 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act .. .. .	14 6 6	14 0 0	13 17 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw .. .. .	13 15 6	13 9 0	13 6 0
(p) Circular sawyer if cutting a depth of or over 7½ inches .. .. .	14 8 0	14 1 6	13 18 6
(q) Circular sawyer if cutting a depth of under 7½ inches .. .. .	13 15 6	13 9 0	13 6 0
(r) Edger sawyer to log band sawyer .. .. .	14 5 6	13 19 0	13 16 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elswhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases .. .. .	14 2 6	13 16 0	13 13 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above .. .. .	14 2 6	13 16 0	13 13 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above .. .. .	13 15 6	13 9 0	13 6 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes .. .. .	13 14 6	13 8 0	13 5 0
(u) Frame sawyer .. .. .	13 16 0	13 9 6	13 6 6
(v) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act .. .. .	14 5 6	13 19 0	13 16 0
(w) Detail band or jig sawyer if not brazing or sharpening his own saw .. .. .	13 14 6	13 8 0	13 5 0
(x) Sawyer cutting detail work .. .. .	14 5 6	13 19 0	13 16 0
(y) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting) .. .. .	13 16 0	13 9 6	13 6 6
(z) Cross-cut sawyer, cabinet furniture or joinery work .. .. .	13 14 6	13 8 0	13 5 0
(aa) Cross-cut sawyer in box and case factories .. .. .	13 3 6	12 17 0	12 14 0
(ab) Cross-cut sawyer, not provided for elsewhere herein .. .. .	13 4 6	12 18 0	12 15 0
(ac) Case or box-bench sawyer flattening off up to 2 inches in thickness .. .. .	13 2 0	12 15 6	12 12 6
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined) .. .. .	13 8 6	13 2 0	12 19 0
(ii) At docking saw, other than main .. .. .	13 2 6	12 16 0	12 13 0
(iii) Responsible man at main docking saw .. .. .	13 15 0	13 8 6	13 5 6
(iv) Responsible man at docking saw other than main docking saw .. .. .	13 5 6	12 19 0	12 16 0
(b) Dockerman and/or tallyman where only one docking saw .. .. .	13 5 6	12 19 0	12 16 0
(3) Handlemen—			
(a) Handleman, No. 1 bench .. .. .	13 9 6	13 3 0	13 0 0
(b) Handleman, No. 2 bench .. .. .	13 4 6	12 18 0	12 15 0
(c) Handleman operating manual windlass hauling breaking down carriage .. .. .	13 4 6	12 18 0	12 15 0
(4) Header-in re-cut band saw .. .. .	13 1 6	12 15 0	12 12 0
(5) Levermen—			
(a) Leverman, No. 1 bench .. .. .	13 6 6	13 0 0	12 17 0
(b) Leverman, No. 2 bench .. .. .	13 3 0	12 16 6	12 13 6
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller .. .. .	14 3 6	13 17 0	13 14 0
(ii) On dead or manually operated roller where not single-handed .. .. .	13 13 6	13 7 0	13 4 0
(iii) Power-driven (other than manual power) or friction feed .. .. .	13 10 6	13 4 0	13 1 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller .. .. .	13 13 6	13 7 0	13 4 0
(ii) On dead or manually operated roller where not single-handed .. .. .	13 4 6	12 18 0	12 15 0
(iii) Power-driven (other than manual power) or friction feed .. .. .	13 4 6	12 18 0	12 15 0
(c) Puller-out or assistant, No. 3 bench .. .. .	13 1 6	12 15 0	12 12 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches .. .. .	13 7 6	13 1 0	12 18 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw .. .. .	13 7 6	13 1 0	12 18 0
(7) Setters—			
(a) Setter on log band saw carriage .. .. .	13 6 0	12 19 6	12 16 6
(b) Setter on other saw carriages .. .. .	13 4 6	12 18 0	12 15 0
(41) Saw doctor .. .. .	15 8 6	15 2 0	14 19 0
(42) Saw sharpener (exclusively employed as such) .. .. .	13 19 6	13 13 0	13 10 0
(43) Spar or plank road builder .. .. .	13 4 6	12 18 0	12 15 0
(44) Splitter packing .. .. .	13 3 6	12 17 0	12 14 0
(45) Splitter of billets for staves .. .. .	13 4 6	12 18 0	12 15 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(46) Splitter, spoke, stave, and piling .. .. .	13 7 6	13 1 0	12 18 0
(47) Splitter, pulp wood .. .. .	13 7 6	13 1 0	12 18 0
(48) Spotter, at spot mills .. .. .	14 2 6	13 16 0	13 13 0
(49) Stackers, block, of timber and/or plywood and/or veneer to a height of over 6 feet .. .. .	13 0 6	12 14 0	12 11 0
(50) Stackers, for seasoning by means of stripping or other recognized method .. .. .	13 7 6	13 1 0	12 18 0
(51) Storeman and packer (inclusive of war loading) .. .. .	13 9 6	13 3 0	13 0 0
(52) Tallyman and/or measurer (as defined) .. .. .	13 15 0	13 8 6	13 5 6
(53) Timber bender—			
(a) By hand .. .. .	13 12 6	13 6 0	13 3 0
(b) Operating machine .. .. .	13 18 6	13 12 0	13 9 0
(c) Who selects timber, improvises own forms and equipment and operates machine .. .. .	14 8 6	14 2 0	13 19 0
(54) Timber grader (as defined) .. .. .	13 6 6	13 0 0	12 17 0
(55) Tramway builder or repairer (as defined) .. .. .	13 4 6	12 18 0	12 15 0
(56) Tramway builder or repairer (man in charge of) .. .. .	13 15 0	13 8 6	13 5 6
(57) Trucker—Timber or log, on haulage by winch on tramline .. .. .	13 9 6	13 3 0	13 0 0
(58) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such) .. .. .	13 12 6	13 6 0	13 3 0
(59) Water dogman (as defined) .. .. .	13 11 6	13 5 0	13 2 0
(60) Wood turner, using hand tools .. .. .	14 10 0	14 3 6	14 0 6
(61) Crane drivers—			
Lofty cranes (as defined) .. .. .	14 6 0	13 19 6	13 16 6
(62) All others .. .. .	12 3 6	11 17 0	11 14 0

*Special Allowances.*

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid :—

(a) Leading hand having under his supervision two to six employees .. .. .	6s. per week
(b) Leading hand having under his supervision over six employees .. .. .	12s. per week
(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom .. .. .	6d. per hour

(b) Adult Male Employees engaged in the manufacture of plywood and veneers.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
<i>"A" Grade.</i>			
(a) Casein or adhesive solution mixer where he is required to mix, test, control and check in operation and is responsible for its proper use	14 10 0	14 3 6	14 0 6
(b) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification			
(c) Operator on veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification			
(d) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures			
(e) Rotary veneer peeling lathe or slicing machine operator who sharpens knives and/or sets up his machine			

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(f) Plywood scarfing machinist where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act.	14 10 0	14 3 6	14 0 6
(g) Man in charge of veneer kiln drier or re-drier (plate roller or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents, test and control			
(h) Immunising plant operator who is required to control temperatures, preservative contents in solution and analyse treated timbers and/or veneer samples			
<i>" B " Grade.</i>			
(a) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres	13 15 0	13 8 6	13 5 6
(b) Veneer joiners and/or repairers where the work is done by hand—with one year's experience			
(c) Tapeless veneer joining machinist with more than one year's experience			
(d) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act			
(e) Pneumatic, vacuum or autoclave press operator			
(f) Operator of hot press who is not required to calculate areas and pressures and control temperatures			
(g) Operator of rotary veneer peeling lathe or slicing veneer machine			
(h) Plywood scarfing machinist where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act			
(i) Veneer kiln drier or re-drier operator who operates a drying kiln drier or re-drier or who may be required to make temperature readings and records thereof			
(j) Veneer clipper operator in conjunction with rotary peeling lathe or slicing machine			
(k) Operator of log de-barking machine			
(l) Taping machinist with more than one year's experience			
(m) Band sawyer using band saw up to 36 inches capacity, rough cutting and trimming veneer			
(n) Belt sander in sanding of plywood faced with fancy sliced veneer			
(o) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber or plywood			
<i>Miscellaneous Grade.</i>			
(a) Casein or adhesive solution mixer	13 5 0	12 18 6	12 15 6
(b) Centre feeder and/or core feeder and/or coverlayer and/or assistants in glue spreading			
(c) Veneer joiners and/or repairers where the work is done by hand—with less than one year's experience			
(d) Tapeless veneer joining machine—with less than one year's experience			
(e) Operator on power operated veneer edge truing or trimming machine (saw cutter, block or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine			
(f) Assembling veneers with film glue			
(g) Plywood and veneer grader grading into 3 or more classes			
(h) Press operators not elsewhere specified			
(i) Assistants to above presses			
(j) Assistant to lathe or slicer operator			
(k) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator			
(l) Assistant to veneer kiln drier or re-drier operator who operates a drying kiln.			
(m) Other operators of immunising plant			
(n) Assistant on veneer clipper machine			
(o) Taping machinist with less than one year's experience			
(p) Operator of plywood trimming machine using parallel saws			
(q) Belt sander in sanding of plywood faced with rotary peel veneer			
(r) Edge Glueing veneer by hand or roller for tapeless veneer joining machine			
(s) Veneer splicing machine			
(t) Guillotine operator, not elsewhere included			

Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.



WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Oppaland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(i) Group 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing	14 10 0	14 3 6	14 0 6
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing			
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) Group 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists	13 18 6	13 12 0	13 9 0
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping			
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, sand belt machinists, buffing, stamping machinists, and bench hands—i.e. employees using draw knife, spokeshave and plane for work other than fitting handles			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) Group 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, pneumatic sander machinists glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining	13 7 6	13 1 0	12 18 0
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing			
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, taping, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) Group 4—Miscellaneous.			
Classification—			
(a) Saw doctor .. .. .	15 8 6	15 2 0	14 19 0
(b) Saw sharpener .. .. .	14 0 6	13 14 0	13 11 0
(c) Storeman and/or packer .. .. .	13 9 6	13 3 0	13 0 0
(d) Orderman and/or tallyman .. .. .	13 17 0	13 10 6	13 7 6
(e) Kiln operator .. .. .	13 16 6	13 10 0	13 7 0
(f) Leading hand .. .. . 6s. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	13 3 6	12 17 0	12 14 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) Other Classes of Work. The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above			
(vii) Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:— (a) For work referred to in Group 1 for the first twelve months, 11s. 6d. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 11s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) Apprentices.

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Basic Wage for Adult Males.	War Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
First Year .. .. .	28	0 9	69 0	67 0	66 6
Second Year .. .. .	39	1 0	96 0	93 6	92 6
Third Year .. .. .	52	1 6	128 0	124 6	123 0
Fourth Year .. .. .	82	2 3	202 0	196 6	194 0
Fifth Year .. .. .	100 plus 3s.	3 0	249 6	243 0	240 0

(b) Four Year Term.	Percentage of Basic Wage for Adult Males.	War Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
First Year .. .. .	32	0 9	78 6	76 6	75 6
Second Year .. .. .	52	1 6	128 0	124 6	123 0
Third Year .. .. .	82	2 3	202 0	196 6	194 0
Fourth Year .. .. .	100 plus 3s.	3 0	249 6	243 0	240 0

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) *Unapprenticed Male Juniors.*

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows:—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.			
		Industry Loading.	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age .. .. .	24	2 0	60 6	59 0	58 0
16 years of age .. .. .	34	3 0	86 0	83 6	82 6
17 years of age .. .. .	46	4 0	116 0	113 0	111 6
18 years of age .. .. .	58	5 0	146 0	142 6	140 6
19 years of age .. .. .	73	6 0	184 0	179 0	177 0
20 years of age .. .. .	88	7 0	221 6	215 6	213 0

(c) *Females.*

The minimum rates of weekly wage to be paid to females shall be as follows:—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
17 years of age and under .. .. .	52	95 0	92 6	91 6
18 years of age .. .. .	62	113 0	110 0	109 0
19 years of age .. .. .	72	131 6	128 0	126 6
20 years of age .. .. .	82	149 6	145 6	144 0
Adult females—	Percentage of Basic Wage for Adult Males.			
Under three months' experience .. .. .	75	182 6	177 6	175 6
All others .. .. .	75 plus 14s.	196 6	191 6	189 6

(iii) The basic wage referred to in this clause shall be the basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

## RATES FOR MALE JUNIORS AND FEMALES EMPLOYED IN THE MAKING OF SPORTING GOODS.

*Rates for Juniors (Male).*

4. (a) The minimum rates of wages for junior male employees shall be as follows:—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
Under 16 years .. .. .	35	85 0	83 0	82 0
At 16 years .. .. .	45	109 6	106 6	105 6
At 16½ years .. .. .	54	131 6	128 0	126 6
At 17 years .. .. .	63	153 6	149 6	147 6
At 17½ years .. .. .	70	170 6	166 0	164 0
At 18 years .. .. .	80	195 0	189 6	187 0
At 19 years .. .. .	85	207 0	201 6	199 0
At 20 years .. .. .	90	219 0	213 6	210 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage is adjusted and such adjustment shall be to the nearest 6d.

*Rates for Females.*

(b) The minimum rates of wages for female employees shall be as follows:—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) in Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years .. .. .	47	86 0	83 6	82 6
At 16 years .. .. .	60	109 6	106 6	105 6
At 16½ years .. .. .	67	122 6	119 0	117 6
At 17 years .. .. .	73	133 0	129 6	128 0
At 17½ years .. .. .	80	146 0	142 0	140 6
At 18 years .. .. .	88	160 6	156 0	154 6
At 19 years .. .. .	93	169 6	165 0	163 0
At 20 years and thereafter .. .. .	100 plus 14s.	196 6	191 6	189 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 567]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
18th day of July, 1955.

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

### WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 693 of the 13th August, 1954, shall be replaced by the following clause:—

2. (a)

#### JUNIORS.

WAGES PER WEEK OF 40 HOURS.

*Other Sections.*

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age .. .. .	37	4 10 6	Under 16 years of age .. .. .	49	4 9 6
16 years of age .. .. .	43	5 5 0	At 16 years of age .. .. .	54	4 19 0
16½ years of age .. .. .	47	5 14 6	At 16½ years of age .. .. .	60	5 10 0
17 years of age .. .. .	51	6 4 6	At 17 years of age .. .. .	66	6 1 0
17½ years of age .. .. .	56	6 16 6	At 17½ years of age .. .. .	73	6 13 6
18 years of age .. .. .	67	8 3 6	At 18 years of age .. .. .	78	7 2 6
18½ years of age .. .. .	74	9 0 6	At 18½ years of age .. .. .	84	7 13 6
19 years of age .. .. .	80	9 15 0	At 19 years of age .. .. .	89	8 3 0
19½ years of age .. .. .	90	10 19 6	At 19½ years of age .. .. .	96	8 15 6
20 years of age .. .. .	95	11 12 0	At 20 years of age .. .. .	100	9 3 0
20½ years of age .. .. .	100	12 4 0			

#### PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

## OTHER EMPLOYEES.

## ADULT MALES.

## Woolen and Worsted Section.

(d)

	Wages per Week of 40 Hours.
	£ s. d.
Wool Sorting Department—	
Assistant foreman and/or overlooker .. .. .	14 19 0
Wool sorter .. .. .	14 14 0
Wool Store, Wool Scouring and Carbonising Department—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Neutraliser attendant overlooking bowls in carbonising plant .. .. .	13 18 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls .. .. .	13 18 6
Neutraliser attendant .. .. .	13 13 0
Acid bowl attendant .. .. .	13 13 0
Burr crushing machine attendant .. .. .	13 11 0
Dryer attendant .. .. .	13 11 0
Trucker, presser and storeman and/or packer substantially employed as such .. .. .	13 11 0
Dock hand .. .. .	13 11 0
All other machine operators and/or attendants (including breaker and feeder) .. .. .	13 11 0
Waste and/or Willeying Process—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Blender, bedder and blend oiler .. .. .	13 12 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant .. .. .	13 11 0
Waste-sorter, baler and presser, including presser of noils .. .. .	13 11 0
Collector, conveyor and other attendant .. .. .	13 11 0
Carding Department—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand, head fettler, and/or man responsible for grinding cards .. .. .	13 18 0
Fettler and/or card grinder's assistant .. .. .	13 13 0
Attendant employed on condensers or cans .. .. .	13 11 0
Man employed on feeds .. .. .	13 11 0
Balling-up card operator .. .. .	13 11 0
Rove puller .. .. .	13 7 0
Combing Department—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Comb mechanic .. .. .	13 15 0
Comb minder .. .. .	13 13 0
Backwash machine operator .. .. .	13 13 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant .. .. .	13 11 0
Pin Setting Department—	
Assistant foreman and/or overlooker .. .. .	14 19 0
Pin setter—	
1st year's experience .. .. .	13 6 0
2nd year's experience .. .. .	13 12 0
Thereafter—	
Comb circle and/or French comb cylinder setter .. .. .	14 14 0
Faller pin setter and/or porcupine setter .. .. .	14 5 0
Roller Covering Department—	
Roller coverer—	
1st year's experience .. .. .	13 4 0
2nd year's experience .. .. .	13 10 0
Thereafter .. .. .	14 2 0
Roller coverer's assistant .. .. .	13 4 0
Drawing, Spinning, Twisting and Winding (including Weft) Department—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Jobber .. .. .	13 15 0
Winder (fully automatic) .. .. .	13 13 0
Winder .. .. .	13 11 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant .. .. .	13 11 0
Tape hand .. .. .	13 11 0
Taker-off examiner .. .. .	13 11 0
Doffer .. .. .	13 0 0
Mule Spinning Department—	
Worsted :—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Man in charge of one pair of mules .. .. .	14 1 0
Roller coverer (covering rollers for mule and French spinning department) .. .. .	13 11 0
Piecer .. .. .	13 11 0
Woolen :—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Man in charge of one pair of mules .. .. .	13 18 0
Piecer .. .. .	13 11 0
Warping Department—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Combined warping and sizing machine operator .. .. .	13 19 0
Fancy warper, warper on double-faced rugs, warper using waving attachment .. .. .	13 19 0
Plain warper and/or beamer .. .. .	13 13 0
Size machine hand .. .. .	13 11 0
Croeler .. .. .	13 3 0
Warp Drawing-in and Warp Twisting-in Department—	
Assistant foreman and/or overlooker .. .. .	14 9 0
Warp typing machine operator .. .. .	13 11 0
Drawer and/or twister-in—	
1st year's experience .. .. .	13 3 0
2nd year's experience .. .. .	13 10 0

OTHER EMPLOYEES—*continued.*  
 ADULT MALES—*continued.*  
 Woollen and Worsted Section—*continued.*

	Wages per Week of 40 Hours.
	£ s. d.
<b>Warp Drawing-in and Warp Twisting-in Department—<i>continued.</i></b>	
Thereafter—	
Drawer-in .. .. .	14 5 0
Twister-in .. .. .	13 19 0
Warp tier .. .. .	13 7 0
<b>Weaving Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 19 0
Loom tuner—	
Jacquard looms—	
1st year's experience .. .. .	13 7 0
2nd year's experience .. .. .	13 14 0
Thereafter .. .. .	14 14 0
Box looms—	
1st year's experience .. .. .	13 7 0
2nd year's experience .. .. .	13 14 0
Thereafter .. .. .	14 14 0
Automatic looms—	
1st year's experience .. .. .	13 6 0
2nd year's experience .. .. .	13 13 0
Thereafter .. .. .	14 11 0
Plain looms—	
1st year's experience .. .. .	13 4 0
2nd year's experience .. .. .	13 12 0
Thereafter .. .. .	14 8 0
Pattern weaver .. .. .	14 2 0
<b>Weaver—</b>	
First six months' experience .. .. .	13 7 0
Thereafter .. .. .	13 14 0
Card and/or chain maker .. .. .	13 11 0
Beam lifter and loom gaiter .. .. .	13 11 0
Grey percher .. .. .	13 11 0
Grey percher's assistant .. .. .	13 6 0
Piece taker-in .. .. .	13 6 0
Battery filler .. .. .	13 0 0
<b>Piece Scouring Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator .. .. .	13 13 0
Wet crabber operator .. .. .	13 13 0
Hydro extractor operator .. .. .	13 11 0
Piece scutching machine attendant .. .. .	13 11 0
Mangle and/or wringer operator .. .. .	13 11 0
Grey room attendant .. .. .	13 11 0
Bagging machine attendant .. .. .	13 11 0
<b>Dyeing, Yarn Scouring and/or Bleaching Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Man responsible for weighing dye-stuffs .. .. .	13 14 0
Man employed on non-shrink process .. .. .	13 13 0
Wet crabber operator .. .. .	13 13 0
Hydro extractor operator .. .. .	13 11 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant .. .. .	13 11 0
Conditioning house employee (wherever employed) .. .. .	13 7 0
Conveyor .. .. .	13 7 0
Hank stripper .. .. .	13 0 0
<b>Finishing Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Sulphur house hand (for time engaged on sulphur house work) .. .. .	13 16 0
Examiner of finished cloth .. .. .	13 16 0
Examiner of finished cloth assistant .. .. .	13 10 0
Percher during finishing process .. .. .	13 14 0
Piece carboniser .. .. .	13 13 0
Man engaged on unshrinkable finishing process .. .. .	13 13 0
Cloth cutting or cropping machine attendant .. .. .	13 13 0
Wet crabber operator .. .. .	13 13 0
Dry milling machine attendant .. .. .	13 11 0
Tenter and/or stenter attendant .. .. .	13 11 0
Raising machine attendant .. .. .	13 11 0
Brushing and/or steaming machine attendant .. .. .	13 11 0
Dry-blowing machine attendant .. .. .	13 11 0
Dewing machine attendant .. .. .	13 11 0
Napping machine attendant .. .. .	13 11 0
Cloth facing machine attendant .. .. .	13 11 0
Selvedge stamping machine attendant .. .. .	13 11 0
Pile beating machine attendant .. .. .	13 11 0
Electric press operator .. .. .	13 11 0
Rotary press operator .. .. .	13 11 0
Press setter or other press attendant .. .. .	13 11 0
Rigging, folding and/or cutting machine attendant .. .. .	13 11 0
Tiger machine attendant .. .. .	13 11 0
Mechanical cloth shrinking machine attendant .. .. .	13 11 0
Passer of domestic flannel and/or blankets .. .. .	13 11 0
Other operators and/or attendants .. .. .	13 11 0
<b>Fingering Yarn Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Sulphur house employee (for time on sulphur house work) .. .. .	13 16 0

## OTHER EMPLOYEES—continued.

## ADULT MALES—continued.

## Woolen and Worsted Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Fingering Yarn Department—continued.</i>	
Scouring machine attendant .. .. .	13 11 0
Liquor tank, dye and/or bleach machine attendant .. .. .	13 11 0
Drying machine attendant .. .. .	13 11 0
Conditioning house employee (wherever employed) .. .. .	13 7 0
Conveyor .. .. .	13 7 0
Hank stripper and/or puller .. .. .	13 0 0
<i>Warehouse (Yarn and/or Cloth)—</i>	
Assistant foreman and/or overlooker .. .. .	14 9 0
Leading hand .. .. .	13 18 0
Rolling and/or blocking machine attendant .. .. .	13 11 0
Employee responsible for cutting measured lengths from finished cloth .. .. .	13 11 0
Storeman, packer, baler and/or despatcher .. .. .	13 11 0
<i>General—</i>	
Man in charge water softening plant .. .. .	13 13 0
Wool-top packer .. .. .	13 12 0
Yarn storeman .. .. .	13 11 0
Recorder .. .. .	13 11 0
Storeman and/or packer (not elsewhere included) .. .. .	13 11 0
Oiler and/or cleaner .. .. .	13 7 0
Other adult males in any section not elsewhere included .. .. .	12 7 0
<i>Cotton Section.</i>	
<i>Leading hands—</i>	
Leading hand in charge of more than seven employees—10s. per week extra	
Leading hand in charge of not more than seven employees—5s. per week extra	
<i>Spinning.</i>	
<i>Bale store—</i>	
Man in charge of receipt of bales, storage and putting mixings down .. .. .	13 8 0
All other adult males .. .. .	13 0 0
<i>Blow room—</i>	
Blow room major .. .. .	14 2 0
Leading hand where no blow-room major employed .. .. .	13 17 0
Scutcher tenter .. .. .	13 12 0
Feeder .. .. .	13 6 0
<i>Carding—</i>	
Card room jobber .. .. .	14 2 0
Stripper and grinder .. .. .	13 17 0
Stripper .. .. .	13 11 0
Derby doubler .. .. .	13 11 0
Condenser tenter .. .. .	13 11 0
Can tenter .. .. .	13 7 0
Lap carrier .. .. .	13 0 0
<i>Combing—</i>	
<i>Needler—</i>	
1st year's experience .. .. .	13 6 0
2nd year's experience .. .. .	13 12 0
Thereafter .. .. .	14 4 0
Jobber .. .. .	14 2 0
Comber tenter .. .. .	13 11 0
Sliver and/or ribbon lap tenter .. .. .	13 7 0
<i>Draw frames—</i>	
Draw-frame tenter .. .. .	13 7 0
<i>Slubbers—</i>	
Slubber tenter .. .. .	13 11 0
Backer tenter .. .. .	13 0 0
<i>Intermediate—</i>	
Intermediate tenter .. .. .	13 11 0
Back tenter .. .. .	13 0 0
<i>Rovers—</i>	
Rover tenter .. .. .	13 11 0
Back tenter .. .. .	13 0 0
<i>Ring spinning—</i>	
Ring jobber .. .. .	14 2 0
Ring spinner .. .. .	13 11 0
Head doffer .. .. .	13 6 0
Doffer and/or gaiter .. .. .	13 0 0
<i>Mule spinning—</i>	
Man in charge of one pair of mules .. .. .	14 2 0
Piecer .. .. .	13 7 0
<i>Winding and reeling—</i>	
Winding jobber .. .. .	14 2 0
Automatic Winding machine attendant .. .. .	13 7 0
Winder and/or Reeler .. .. .	13 9 0
Packer .. .. .	13 3 0
<i>Doubling and cabling—</i>	
Doubling jobber .. .. .	14 2 0
Doubler, twister and/or cabler .. .. .	13 11 0
Doffer .. .. .	13 0 0



OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Cotton Section—continued.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Spinning—continued.</i>		
General—		
Roller—coverer .. .. .		14 2 0
Roller—coverer's assistant .. .. .		13 4 0
Yarn warehouseman (in charge of more than three operatives)		14 2 0
Yarn warehouseman (in charge of three or less than three operatives)		13 12 0
Yarn warehouse operator and/or attendant .. .. .		13 7 0
Hard-waste-breaking machine feeder .. .. .		13 6 0
Linker of hanks for dyeing and bleaching .. .. .		13 0 0
Tapeman and/or bandman .. .. .		13 0 0
Recorder .. .. .		13 9 0
Layer-on, set weigher and/or bobbin carrier .. .. .		13 0 0
Storeman and/or packer .. .. .		13 3 0
Laborer (trucker, conditioner, wheeler and/or carrier) .. .. .		13 0 0
Waste man .. .. .		13 4 0
Sweeper .. .. .		13 0 0
Oiler and/or cleaner .. .. .		13 7 0
All adult males in any section not elsewhere specified .. .. .		12 7 0
<i>Weaving.</i>		
Winding—		
Winding jobber .. .. .		14 2 0
Automatic winding machine attendant .. .. .		13 7 0
Winder .. .. .		13 9 0
Warping and Beaming—		
Warper and/or beamer .. .. .		13 13 0
Creeler .. .. .		13 3 0
Sizing—		
Slasher-sizer—Leading hand if no foreman employed .. .. .		14 14 0
Assitant slasher-sizer .. .. .		13 11 0
Slasher's laborer .. .. .		13 3 0
Dry taping machine operator .. .. .		13 11 0
Dry taping machine operator's assistant .. .. .		13 3 0
Warp Drawing-in and twisting-in—		
Drawer-in .. .. .		13 15 0
Twister-in .. .. .		13 15 0
Warp tier-in (hand) .. .. .		13 11 0
Warp tying-in machine attendant .. .. .		13 6 0
Reacher-in .. .. .		13 3 0
Loom tuning—		
Automatic and jacquard loom tuner—		
1st year's experience .. .. .		13 17 0
2nd year's experience .. .. .		14 2 0
Thereafter .. .. .		14 14 0
Box loom tuner—		
1st year's experience .. .. .		13 17 0
2nd year's experience .. .. .		14 2 0
Thereafter .. .. .		14 8 0
Plain loom tuner—		
1st year's experience .. .. .		13 11 0
2nd year's experience .. .. .		13 17 0
Thereafter .. .. .		14 2 0
Weaving—		
Weavers—		
1st six months' experience .. .. .		13 7 0
Thereafter .. .. .		13 14 0
Beam lifter and loom gaiter .. .. .		13 11 0
Battery-filler and/or weft carrier .. .. .		13 0 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—		
Dye house storeman .. .. .		13 8 0
Grey-room warehouseman .. .. .		13 11 0
Dye house machine operator and/or attendant .. .. .		13 11 0
Sanforising machine attendant .. .. .		13 11 0
Plaiter .. .. .		13 11 0
All other bleach house and/or finishing machine operators and/or attendants .. .. .		13 11 0
General—		
Cloth warehouseman (in charge of finished cloth) .. .. .		14 2 0
Cloth warehouseman .. .. .		13 7 0
Card and/or chain maker .. .. .		13 11 0
Cloth picker .. .. .		13 7 0
Recorder .. .. .		13 0 0
Yarn warehouseman .. .. .		13 7 0
Cloth examiner—finished cloth .. .. .		13 15 0
Splicer and creeler .. .. .		13 3 0
Oiler and/or cleaner .. .. .		13 7 0
Machine operator and/or attendant not elsewhere specified .. .. .		13 11 0
Adult males in any section not elsewhere specified .. .. .		13 7 0
Lacquer room machine operator and/or attendant (plastic coating) .. .. .		13 11 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Miscellaneous Section.

		Wages per Week of 40 Hours.
		£ s. d.
<b>Braids, Tassels, Labels, and Ribbons.</b>		
Leading hand in charge of more than seven employees—10s. per week extra.		
Leading hand in charge of not more than seven employees—5s. per week extra.		
Loom tuner—		
1st year's experience .. .. .		13 17 0
2nd year's experience .. .. .		14 2 0
Thereafter .. .. .		14 8 0
Jacquard card outter—		
1st year's experience .. .. .		13 17 0
2nd year's experience .. .. .		14 2 0
Thereafter .. .. .		14 8 0
Card handler and/or changer		
Ten to fifteen yard automatic shuttle embroidery machine operator—		
1st three months' experience .. .. .		13 9 0
2nd three months' experience .. .. .		13 14 0
Thereafter .. .. .		13 19 0
Five to ten yard embroidery machine operator—		
1st six months' experience .. .. .		13 7 0
Thereafter .. .. .		13 14 0
Weaver—		
1st six months' experience .. .. .		13 7 0
Thereafter .. .. .		13 14 0
Warper .. .. .		13 13 0
Twister-in .. .. .		13 13 0
Braiding machine operator .. .. .		13 11 0
All other machine operators and/or attendants .. .. .		13 11 0
Oiler and/or cleaner .. .. .		13 7 0
Winder .. .. .		13 11 0
Recorder .. .. .		13 7 0
Storeman and/or packer .. .. .		13 3 0
Cord twister .. .. .		13 11 0
Cord spinner .. .. .		13 11 0
Textile mechanic—		
1st year's experience .. .. .		13 7 0
2nd year's experience .. .. .		13 12 0
Thereafter .. .. .		13 18 0
Other adult males not elsewhere specified .. .. .		12 7 0
<b>Carpets.</b>		
Leading hand in charge of more than seven employees—10s. per week extra.		
Leading hand in charge of not more than seven employees—5s. per week extra.		
Yarn Production Department—		
Man in charge of one pair of spinning mules .. .. .		13 8 0
Card fettle .. .. .		13 13 0
Teasing machine attendant .. .. .		13 11 0
Garnet machine attendant .. .. .		13 11 0
Attendant employed on condensers and/or feeds .. .. .		13 11 0
Piecer .. .. .		13 11 0
Dye house—		
Leading hand .. .. .		13 16 0
Machine operator and/or attendant .. .. .		13 11 0
Winding department—		
Leading hand in winding .. .. .		13 18 0
Slasher size hand .. .. .		13 16 0
Beamer .. .. .		13 8 0
Bobbin winder .. .. .		13 8 0
Cheese winder .. .. .		13 8 0
Weaving department—		
Loom tuner—		
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—		
1st year's experience .. .. .		13 7 0
2nd year's experience .. .. .		13 16 0
Thereafter .. .. .		14 14 0
Wilton plain loom—		
1st year's experience .. .. .		13 4 0
2nd year's experience .. .. .		13 13 0
Thereafter .. .. .		14 8 0
Weavers—		
Gripper loom, spool gripper loom and spool Axminster loom—		
1st six months' experience .. .. .		13 10 0
2nd six months' experience .. .. .		13 16 0
Thereafter .. .. .		14 2 0
Wilton, jacquard loom—		
1st six months' experience .. .. .		13 10 0
2nd six months' experience .. .. .		13 16 0
Thereafter .. .. .		14 0 0
Wilton ulain loom .. .. .		13 14 0
Loom creeler .. .. .		13 4 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<b>Finishing department—</b>	
Shearing machine .. .. .	13 12 0
Brushing .. .. .	13 8 0
Steaming machine .. .. .	13 8 0
Roll and measuring machine .. .. .	13 8 0
Back starching .. .. .	13 8 0
Other machine operator and/or attendant .. .. .	13 8 0
<b>Warehouse—</b>	
Leading hand in warehouse .. .. .	13 18 0
Other warehousemen .. .. .	13 7 0
<b>General—</b>	
Solderer .. .. .	13 11 0
Card stamper .. .. .	13 11 0
Oiler and cleaner .. .. .	13 7 0
Other male labour not elsewhere specified .. .. .	12 7 0
Carpet examiner .. .. .	13 16 0
Jute and cotton warp sizing and beaming (wet) .. .. .	13 16 0
Assistant jute and cotton .. .. .	13 7 0

*Elastic Webbing and Lace.*

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees 5s. per week extra.	
<b>Loom tuner—</b>	
1st year's experience .. .. .	13 17 0
2nd year's experience .. .. .	14 2 0
Thereafter .. .. .	14 8 0
<b>Textile mechanic and/or pattern fixer—</b>	
1st year's experience .. .. .	13 7 0
2nd year's experience .. .. .	13 12 0
Thereafter .. .. .	13 18 0
<b>Weaver—</b>	
1st six months' experience .. .. .	13 8 0
2nd six months' experience .. .. .	13 14 0
Thereafter .. .. .	13 17 0
<b>Braider and/or threader—</b>	
1st year's experience .. .. .	13 8 0
2nd year's experience .. .. .	13 14 0
Thereafter .. .. .	13 17 0
<b>Rubber—coverer—</b>	
1st year's experience .. .. .	13 8 0
2nd year's experience .. .. .	13 12 0
Thereafter .. .. .	13 14 0
Warper .. .. .	13 13 0
Rubber warper .. .. .	13 14 0
Dye house employees .. .. .	13 11 0
Winder .. .. .	13 9 0
Finishing machine operator .. .. .	13 11 0
Yarn storeman .. .. .	13 7 0
Storeman, packer and/or despatcher .. .. .	13 3 0
Oiler and/or cleaner .. .. .	13 7 0
Other adult male not elsewhere specified .. .. .	12 7 0

*Mercerising.*

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
<b>Warp mercerising—</b>	
Man in charge .. .. .	13 19 0
Machine operator and/or attendant .. .. .	13 11 0
Quiller operator and/or attendant .. .. .	13 9 0
Twister .. .. .	13 11 0
Roller .. .. .	13 9 0
Winder .. .. .	13 9 0
Yarn storeman .. .. .	13 7 0
Packer and/or despatcher .. .. .	13 11 0
Oiler and/or cleaner .. .. .	13 7 0
Other adult males not elsewhere specified .. .. .	12 7 0

*Printing.*

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Roller machine printer .. .. .	14 2 0
Man engraving designs on copper rollers .. .. .	14 2 0
All other employees engaged on roller machine printing process .. .. .	13 11 0
Textile and fabric printer (hand painting) .. .. .	13 17 0
<b>Textile and fabric printer (screen printing)—</b>	
1st six months' experience .. .. .	12 4 0
Thereafter .. .. .	13 14 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Miscellaneous Section—*continued.*

		Wages per Week of 40 Hours.
		£ s. d.
<i>Printing—continued.</i>		
Printing room and/or screen room assistant .. .. .		13 3 0
Measuring blocking machine operator and/or attendant .. .		13 11 0
Calendar operator and/or attendant .. .		13 11 0
Dye-house—machine operator and/or attendant .. .		13 11 0
Stenter operator and/or attendant .. .		13 11 0
Festoon dryer attendant .. .		13 11 0
Leading hand employed on steaming .. .		13 17 0
Leading hand employed on colour mixing .. .		13 17 0
Colour mixing assistants .. .		13 7 0
Warehouse—operator and/or attendant .. .		13 7 0
Roller grinder .. .		13 11 0
Examiner of finished fabrics .. .		13 11 0
Recorder .. .		13 7 0
Storeman and/or packer .. .		13 3 0
Parher .. .		13 11 0
Oiler and/or cleaner .. .		13 7 0
Other adult males not elsewhere specified .. .		12 7 0

ADULT FEMALES.

(e)

Woollen and Worsted Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Combing department—			
Comb minder .. .	9 5 6	9 12 0	9 18 6
Back-wash machine attendant .. .	9 5 6	9 12 0	9 18 6
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant .. .	9 5 6	9 11 6	9 17 6
Drawing, spinning, twisting and winding (including weft) department—			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant .. .	9 5 6	9 11 6	9 17 6
Winder (fully automatic) .. .	9 5 6	9 12 0	9 18 6
Winder .. .	9 5 6	9 11 6	9 17 6
Roller-coverer (covering rollers for mules and french spinning department) .. .	9 5 6	9 11 6	9 17 6
Taker-off and examiner .. .	9 5 6	9 11 6	9 17 6
Doffer .. .	9 5 6	9 8 6	9 11 6
Warping department—			
Fancy warper, warper on double-faced rugs and warper using waving attachment .. .	9 5 6	9 14 6	10 3 6
Plain warper .. .	9 5 6	9 13 0	10 0 6
Creeler .. .	9 5 6	9 11 6	9 17 6
Warp drawing-in and warp twisting-in department—			
Warp tier and/or reacher-in .. .	9 5 6	9 11 6	9 17 6
Weaving department—			
Pattern weaver .. .	10 10 6	10 10 6	10 10 6
Weaver .. .	9 5 6	9 14 6	10 3 6
Battery filler .. .	9 5 6	9 8 6	9 11 6
Mending department—			
Assistant forewoman .. .	11 0 6	11 0 6	11 0 6
Examiner and passer of pieces after mending .. .	9 17 6	9 18 6	10 10 6
Worsted mender and/or darning .. .	9 14 6	9 14 6	10 3 6
Other menders and/or darning .. .	9 5 6	9 12 6	10 0 6
Other examiners and/or passers of pieces .. .	9 5 6	9 11 6	9 17 6
Knotter and burler .. .	9 5 6	9 11 6	9 17 6
Picker .. .	9 5 6	9 11 6	9 17 6
Whipping machinist .. .	9 5 6	9 11 6	9 17 6
Rug fringer .. .	9 5 6	9 11 6	9 17 6
Numbering machine operator .. .	9 5 6	9 11 6	9 17 6
Fingering yarn department (including warehouse)—			
Hank reeler .. .	9 5 6	9 11 6	9 17 6
Examiner of hanks .. .	9 5 6	9 11 6	9 17 6
Balling machine attendant .. .	9 5 6	9 11 6	9 17 6
Maker-up of shade-cards and/or tassels .. .	9 5 6	9 11 6	9 17 6
Buncher, bundler and/or tier .. .	9 5 6	9 10 0	9 14 6
Parceller and/or boxer .. .	9 5 6	9 11 6	9 17 6
Ticketer and/or tabber .. .	9 5 6	9 10 0	9 14 6
Warehouse (Yarn and/or cloth)—			
Machine operator and/or attendant .. .	9 5 6	9 11 6	9 17 6
Other warehouse employees, including packer .. .	9 5 6	9 8 6	9 11 6
General—			
Recorder .. .	9 5 6	9 11 6	9 17 6
Sorter of noils and/or waste .. .	9 5 6	9 11 6	9 17 6
All other females in any section not elsewhere specified .. .	9 5 6	9 5 6	9 5 6

OTHER EMPLOYEES—*continued.*ADULT FEMALES—*continued.*

## Cotton Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Carding—			
Can tenter .. .. .	9 5 6	9 12 0	9 17 6
Combing—			
Comber tenter .. .. .	9 5 6	9 12 0	9 17 6
Sliver and/or ribbon lap tenter .. .. .	9 5 6	9 10 6	9 15 6
Drawing—			
Draw frame tenter .. .. .	9 5 6	9 11 6	9 17 6
Slubbers—			
Slubber tenter .. .. .	9 5 6	9 11 6	9 17 6
Back tenter .. .. .	9 5 6	9 8 6	9 11 6
Intermediate—			
Intermediate tenter .. .. .	9 5 6	9 11 6	9 17 6
Back tenter .. .. .	9 5 6	9 8 6	9 11 6
Rovers—			
Rover tenter .. .. .	9 5 6	9 11 6	9 17 6
Back tenter .. .. .	9 5 6	9 8 6	9 11 6
Ring spinning—			
Head doffer .. .. .	9 17 6	9 17 6	9 17 6
Ring spinner .. .. .	9 5 6	9 11 6	9 17 6
Doffer and/or gainer .. .. .	9 5 6	9 8 6	9 11 6
Winding and/or reeling—			
Winder and/or reeler .. .. .	9 5 6	9 11 6	9 17 6
Automatic winding machine attendant .. .. .	9 5 6	9 11 0	9 16 6
Doubling and cabling—			
Doubler, twister and/or cabler .. .. .	9 5 6	9 11 6	9 17 6
Doffer .. .. .	9 5 6	9 8 6	9 11 6
General—			
Roller-coverer .. .. .	9 5 6	9 11 6	9 17 6
Roller-coverer's assistant .. .. .	9 5 6	9 8 6	9 11 6
Recorder .. .. .	9 5 6	9 11 6	9 17 6
Yarn tester and/or wrapper .. .. .	9 5 6	9 10 0	9 14 6
Packer .. .. .	9 5 6	9 8 6	9 11 6
Adult females in any section not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6

## Weaving.

Winding—			
Winder .. .. .	9 5 6	9 11 6	9 17 6
Automatic winding machine attendant .. .. .	9 5 6	9 11 0	9 16 6
Warping and beaming—			
Warper and/or beamer .. .. .	9 5 6	9 11 6	10 0 6
Creeler .. .. .	9 5 6	9 8 6	9 11 6
Warp drawing-in—			
Drawer-in .. .. .	9 11 6	9 17 6	10 3 6
Twister-in .. .. .	9 11 6	9 17 6	10 3 6
Reacher-in .. .. .	9 5 6	9 11 6	9 17 6
Weaving—			
Weaver .. .. .	9 5 6	9 14 6	10 3 6
Battery-filler and/or weft carrier .. .. .	9 5 6	9 8 6	9 11 6
Grey room—			
Cloth examiner and picker .. .. .	9 5 6	9 11 6	9 17 6
Machine operators .. .. .	9 5 6	9 11 6	9 17 6
Assistant machine operators .. .. .	9 5 6	9 10 0	9 14 6
Warehouse—			
Warehouse employee .. .. .	9 5 6	9 8 6	9 11 6
Packer, Parceller and/or despatcher .. .. .	9 5 6	9 11 6	9 17 6
Cloth examiner—finished cloth .. .. .	9 13 6	9 18 6	10 10 6
Folding, rolling or block machine attendant .. .. .	9 5 6	9 11 6	9 17 6
Automatic guillotine attendant .. .. .	9 5 6	9 11 6	9 17 6
Folders and feeders .. .. .	9 5 6	9 8 6	9 11 6
Warehouse machinists .. .. .	9 5 6	9 11 6	9 17 6
Warehouse finishers .. .. .	9 5 6	9 11 6	9 17 6
Decouidon attendants .. .. .	9 5 6	9 11 6	9 17 6
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller) .. .. .	9 5 6	9 11 6	9 17 6
General—			
Recorder .. .. .	9 5 6	9 11 6	9 17 6
Splicer and creeler .. .. .	9 5 6	9 8 6	9 11 6
Hand wash women .. .. .	9 5 6	9 11 6	9 17 6
Adult females in any section not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6
Winder and/or coater (plastic coating) .. .. .	9 5 6	9 11 6	9 17 6

## Miscellaneous Section.

Braids, tassels, labels and ribbons—			
Weaver .. .. .	9 5 6	9 12 6	10 3 6
Warper .. .. .	9 5 6	9 12 6	10 0 6
Assistant on automatic shuttle embroidery machine .. .. .	9 5 6	9 12 6	10 0 6
Other machine operators and/or attendants .. .. .	9 5 6	9 11 6	9 17 6
Recorder .. .. .	9 5 6	9 11 6	9 17 6
Warehouse employees, including packers .. .. .	9 5 6	9 8 6	9 11 6
Winder .. .. .	9 5 6	9 11 6	9 17 6

OTHER EMPLOYEES—*continued.*  
 ADULT FEMALES—*continued.*  
 Miscellaneous Section—*continued.*

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<b>Braids, tassels, labels and ribbons—<i>continued.</i></b>			
Finisher .. .. .	9 5 6	9 11 6	9 17 6
Cord spinner .. .. .	9 5 6	9 11 6	9 17 6
Tassel hands (cordage) .. .. .	9 5 6	9 11 6	9 17 6
Other adult females not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6
<b>Carpets—</b>			
Assistant forewomen and/or overlooker .. .. .	10 12 6	10 12 6	10 12 6
Weaver .. .. .	9 5 6	9 14 6	10 3 6
Setter and spool setter .. .. .	9 5 6	9 13 0	10 0 6
Creeler .. .. .	9 5 6	9 11 6	9 17 6
Threader .. .. .	9 5 6	9 11 6	9 17 6
Examiner and mender .. .. .	9 5 6	9 11 6	9 17 6
Card stamper and lacer .. .. .	9 5 6	9 11 6	9 17 6
Winder .. .. .	9 5 6	9 11 6	9 17 6
Whipper, fringer, trimmer and picker .. .. .	9 5 6	9 11 6	9 17 6
Other machine operators and/or attendants .. .. .	9 5 6	9 11 6	9 17 6
Other females not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6
<b>Elastic webbing and lace—</b>			
Warper .. .. .	9 5 6	9 11 6	9 17 6
Winder .. .. .	9 5 6	9 11 6	9 17 6
Examiner and carder .. .. .	9 5 6	9 11 6	9 17 6
Tagging machine operator .. .. .	9 5 6	9 11 6	9 17 6
Packer and/or despatcher .. .. .	9 5 6	9 8 6	9 11 6
Drawer or ironer .. .. .	9 5 6	9 11 6	9 17 6
Sewing machine operator .. .. .	9 5 6	9 11 6	9 17 6
Other adult females not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6
<b>Mercerising—</b>			
Quiller operator and/or attendant .. .. .	9 5 6	9 11 6	9 17 6
Reeler .. .. .	9 5 6	9 11 6	9 17 6
Winder .. .. .	9 5 6	9 11 6	9 17 6
Packer .. .. .	9 5 6	9 8 6	9 11 6
Recorder .. .. .	9 5 6	9 11 6	9 17 6
Other adult females not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6
<b>Printing—</b>			
Technical drawer and/or designer .. .. .	9 15 6	10 0 6	10 10 6
	First Six Months' Experience.	Second Six Months' Experience.	Thereafter.
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
Textile fabric printer (hand painting) .. .. .	9 5 6	9 11 6	9 17 6
Textile fabric printer (screen printing) .. .. .	9 5 6	9 8 6	9 11 6
Printing room and/or screen room assistant .. .. .	9 5 6	9 11 6	9 17 6
Examiner of finished fabrics .. .. .	9 5 6	9 11 6	9 17 6
Percher .. .. .	9 5 6	9 11 6	9 17 6
Percher's assistant .. .. .	9 5 6	9 8 6	9 11 6
Storewomen .. .. .	9 5 6	9 8 6	9 11 6
Recorder .. .. .	9 5 6	9 11 6	9 17 6
Packer and/or warehouse-woman .. .. .	9 5 6	9 8 6	9 11 6
Measuring and blocking machine operator and or attendant .. .. .	9 5 6	9 11 6	9 17 6
Other adult female employees not elsewhere specified .. .. .	9 5 6	9 5 6	9 5 6

The wages of adult females include a loading of 2s. 6d.

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



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority

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No. 568]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
12th day of July, 1955.

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

### SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination made on the 3rd March, 1955, and in force as from the beginning of the first pay period to commence on or after the 17th March, 1955, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
	Males.		Females.			Within the Metropolitan District, the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
	Percentage of Basic Wage.		Percentage of Female Basic Wage.				
		<i>s. d.</i>		<i>s. d.</i>	MALES.	<i>s. d.</i>	<i>s. d.</i>
Under 15 years ..	40	95 0	48	85 0	Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department ..	321 0	318 0
15 years .. ..	42	99 6	51	90 6			
16 years .. ..	48	114 0	55	97 6			
17 years .. ..	63	149 6	62	110 0			
18 years .. ..	80	189 6	73	129 6			
19 years .. ..	97	230 0	83	147 6	Salesmen .. .. .	287 0	284 0
20 years .. ..	100 plus 16s.	252 0	97	172 0	Persons employed in the parcels or country order office, or as packers, porters, or storemen ..	287 0	284 0

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.

Apprentices or Improvers.	Other Employees.						
	Wages per Week of 40 Hours.						
		Within the Metropolitan District the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.				
<p style="text-align: center;">PROPORTION (IN ANY SHOP OR PLACE).</p> <p style="text-align: center;">APPRENTICES.</p> <p style="text-align: center;"><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male persons receiving not less than 284s. per week of 40 hours.</p> <p style="text-align: center;"><i>Females.</i></p> <p>One female apprentice to every three or fraction of three female persons receiving not less than 197s. 6d. per week of 40 hours. An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.</p> <p style="text-align: center;">IMPROVERS.</p> <p style="text-align: center;"><i>Males.</i></p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;">                 Two male improvers to one                  Four " " " two                  Five " " " three                  Six " " " four                  Seven " " " five                  Eight " " " six                  Nine " " " seven                  Ten " " " eight             </td> <td style="vertical-align: middle; padding-left: 10px;">                 } male persons receiving not less than 284s. per week of 40 hours.             </td> </tr> </table> <p>and thereafter one additional male improver to every two or fraction of two additional.</p> <p style="text-align: center;"><i>Females.</i></p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;">                 Two female improvers to one                  Four " " " two                  Five " " " three                  Six " " " four                  Seven " " " five                  Eight " " " six                  Nine " " " seven                  Ten " " " eight             </td> <td style="vertical-align: middle; padding-left: 10px;">                 } female persons receiving not less than 197s. 6d. per week of 40 hours.             </td> </tr> </table> <p>and thereafter one additional female improver to every two or fraction of two additional.</p> <p>Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.</p>	Two male improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight	} male persons receiving not less than 284s. per week of 40 hours.	Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight	} female persons receiving not less than 197s. 6d. per week of 40 hours.	FEMALES.	s. d.	s. d.
Two male improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight	} male persons receiving not less than 284s. per week of 40 hours.						
Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight	} female persons receiving not less than 197s. 6d. per week of 40 hours.						
	Manageress of a shop or head saleswoman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department .. ..	320 6	317 6				
	Saleswomen .. ..	202 6	197 6				

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 569]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
12th day of July, 1955.

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

### SHOPS BOARD No. 14 (FURNITURE DEALERS).

Clause 2 of the Determination made on the 8th March, 1955, and in force as from the beginning of the first pay period to commence on or after the 17th March, 1955, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.				Other Employees.		
		Percentage of Basic Wage.	s. d.			
Under 15 years of age	.. ..	40	95 0			
15 years of age	.. ..	42	99 6			
16 years of age	.. ..	48	114 0			
17 years of age	.. ..	63	149 6			
18 years of age	.. ..	80	159 6			
19 years of age	.. ..	97	230 0			
20 years of age	.. ..	100 + 15/-	252 0			
PROPORTION (within any shop).						
APPRENTICES.						
One apprentice to every three or fraction of three workers receiving not less than 288s. per week.						
IMPROVERS.						
One improver to every two or fraction of two workers receiving not less than 288s. per week.						
					s. d.	s. d.
Person in charge of a shop (including a branch shop)				306 0		303 0
Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen				291 0		288 0
Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched)				279 6		276 6
Other storemen or packers				273 6		270 6
All others				268 0		266 0

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne





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No. 570]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
12th day of July, 1955.

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

### SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination made on the 21st March, 1955, and in force as from the beginning of the first pay period to commence on or after the 5th April, 1955, shall be replaced by the following clause:—

#### 2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.			Other Employees.		
				Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
<b>MALES.</b>			<b>MALES.</b>		
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
Under 16 years of age .. .. .	35	83 0	(a) Person in charge of a shop		
16 years of age .. .. .	42	99 6	Or,		
17 .. .. .	55	130 6	(b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	308 0	304 0
18 .. .. .	72	170 6	(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant	287 0	283 0
19 .. .. .	89	211 0			
20 .. .. .	100 + 6/3d.	243 3			
<b>FEMALES.</b>			<b>FEMALES.</b>		
	Percentage of Female Basic Wage.	s. d.			
Under 16 years of age .. .. .	44	78 0			
16 years of age .. .. .	50	88 6			
17 .. .. .	57	101 0			
18 .. .. .	66	117 0			
19 .. .. .	75	133 0			
20 .. .. .	87	154 6			
			Females .. .. .	224 6	220 6

Apprentices and Improvers.	Other Employees.
<p style="text-align: center;">PROPORTION (WITHIN ANY SHOP).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p style="text-align: center;">MALES.</p> <p>One male apprentice to every three or fraction of three workers receiving not less than 283s. per week.</p> <p style="text-align: center;">FEMALES.</p> <p>One female apprentice to every three or fraction of three workers receiving not less than 220s. 6d. per week.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p style="text-align: center;">MALES.</p> <p>One male improver to every two or fraction of two workers receiving not less than 283s. per week.</p> <p style="text-align: center;">FEMALES.</p> <p>One female improver to every two or fraction of two workers receiving not less than 220s. 6d. per week.</p>	

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



# VICTORIA

# GOVERNMENT GAZETTE

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No. 571]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this

18th day of July, 1955.

H. N. JONES,

Secretary for Labour and Industry.

### FRUIT PACKING BOARD.

Clause 2 of the Determination made on the 22nd March, 1955, and in force as from the beginning of the first pay period to commence on or after the 1st April, 1955, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.		Females.		Other Employees.																																																																																				
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.																																																																																					
Under 16 years of age ..	37	87 6	49	87 0	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;"><i>Males.</i></th> <th style="text-align: center;"><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>Packers, graders or sizers of fruit by hand</td> <td></td> <td style="text-align: right;">284 6</td> </tr> <tr> <td>Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) ..</td> <td></td> <td style="text-align: right;">284 6</td> </tr> <tr> <td>Persons bringing fruit from and putting fruit into cool-store chambers ..</td> <td></td> <td style="text-align: right;">279 6</td> </tr> <tr> <td>Case ladders and nailers—machine ..</td> <td></td> <td style="text-align: right;">279 6</td> </tr> <tr> <td>Case ladders and nailers—hand ..</td> <td></td> <td style="text-align: right;">279 6</td> </tr> <tr> <td>Case wirers ..</td> <td></td> <td style="text-align: right;">279 6</td> </tr> <tr> <td>Persons stacking and unstacking cases of fruit, but not in cool chambers ..</td> <td></td> <td style="text-align: right;">267 0</td> </tr> <tr> <td>Persons feeding grading, washing, or sizing machines ..</td> <td></td> <td style="text-align: right;">267 0</td> </tr> <tr> <td>Empty case hands or case yardsmen ..</td> <td></td> <td style="text-align: right;">267 0</td> </tr> <tr> <td>Case labellers or persons engaged in branding and marking cases ..</td> <td></td> <td style="text-align: right;">267 0</td> </tr> <tr> <td>Persons loading or unloading any merchandise or material connected with the fruit packing industry ..</td> <td></td> <td style="text-align: right;">267 0</td> </tr> <tr> <td>Persons sweeping up and removing debris in or around a packing shed ..</td> <td></td> <td style="text-align: right;">267 0</td> </tr> <tr> <td>All others ..</td> <td></td> <td style="text-align: right;">252 0</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td style="vertical-align: top;"> <table style="width: 100%; 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\* Provided that any Improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.

#### *Proportion (in any Place).*

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

**NOTE.**—The Board determines that no person shall be employed as an apprentice.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 2s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

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WAGES PER WEEK OF 40 HOURS—continued.

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietsville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
<b>PROPORTION.</b>		<i>s. d.</i>	<i>s. d.</i>
<i>Apprentices.</i>	Other drivers—		
One apprentice to every three or fraction of three workers receiving not less than 255s. per week.	(a) Attending to a steam engine with condenser attached .. .. .	300 0	297 0
	Attending to a steam engine without condenser .. .. .	289 6	286 6
	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
	(i) if 50 h.p. or over .. .. .	289 6	286 6
	(ii) if under 50 h.p. .. .. .	279 0	276 0
<i>Improvers.</i>	Motor Drivers or Attendants—		
One improver to every three workers receiving not less than 255s. per week.	On motors over 250 horse power .. .. .	289 6	286 6
	On motors 100 horse power to 250 horse power inclusive .. .. .	272 6	269 6
	On motors under 100 horse power .. .. .	262 0	259 0
	Fireman .. .. .	266 0	263 0
	Fireman—First class .. .. .	278 0	275 0
	Greasers .. .. .	262 0	259 0
	Engine cleaner .. .. .	258 0	255 0
	Boiler cleaner .. .. .	258 0	255 0
	Trimmer and/or Fuelman .. .. .	258 0	255 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

(b)

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	Percentage of Basic Wage.	<i>s. d.</i>
17 years of age .. .. .	71	168 6 per week
18 " " .. .. .	85	201 6 "
19 " " .. .. .	94	223 0 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 255s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 573]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
18th day of July, 1955.

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

### SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination made on the 4th April, 1955, and in force as from the beginning of the first pay period to commence on or after the 4th April, 1955, shall be replaced by the following clauses:—

2.

#### APPRENTICES OR IMPROVERS.

Males.					Females (see clause 4).					
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.					
Commencing Age.										
		Under 16 years.	16 years.	17 years.	18 years or over.					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>				
1st year .. .. .		80 6	116 0	116 0	142 0	Under 16 years of age .. .. .				90 6
2nd year .. .. .		116 0	142 0	142 0	177 6	16 and under 17 years of age .. .. .				101 0
3rd year—						17 and under 18 years of age .. .. .				110 0
1st 6 months .. .. .		142 0	177 6	177 6	230 0	18 and under 19 years of age .. .. .				126 0
2nd 6 months .. .. .		166 0	189 6	189 6	242 0	19 and under 20 years of age .. .. .				140 0
4th year—						20 and under 21 years of age .. .. .				152 6
1st 6 months .. .. .		177 6	201 6	230 0	Minimum wage	PROPORTION (BY ANY EMPLOYER).				
2nd 6 months .. .. .		189 6	213 6	242 0	Minimum wage	<i>Apprentices.</i>				
5th year—						One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.				
1st 6 months .. .. .		201 6	230 0	Minimum wage		<i>Improvers.</i>				
2nd 6 months .. .. .		213 6	242 0	Minimum wage		Two female improvers to every female adult worker receiving not less than the minimum wage.				
6th year—						PROPORTION (IN ANY PLACE).				
1st 6 months .. .. .		230 0	Minimum wage			<i>Apprentices.</i>				
2nd 6 months .. .. .		242 0	Minimum wage			One apprentice to every three or fraction of three workers receiving not less than 292s. per week of 40 hours.				
Thereafter .. .. .		Minimum wage				<i>Improvers.</i>				
						One improver to every four workers receiving not less than 292s. per week of 40 hours.				





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No. 574]

FRIDAY, JULY 22.

[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 May, 1955.

Dated at Melbourne, this  
18th day of July, 1955.

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

### SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

Clause 2 of the Determination made on 15th March, 1955, and in force as from the beginning of the first pay period to commence on or after the 30th March, 1955, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
Male.		Female.		Males.		Females.	
	Per-centage of Basic Wage.	s. d.		Per-centage of Female Basic Wage.	s. d.	Within the Metropolitan District.	All other parts of Victoria where this Determination applies.
						s. d.	s. d.
Under 15 years of age	40	95 0	Under 15 years of age	48	85 0		
15 years of age	42	99 6	15 years of age	51	90 6		
16 years of age	48	114 0	16 years of age	55	97 6	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	297 0 292 0
17 years of age	63	149 6	17 years of age	62	110 0	* Travelling salesman	275 6 271 0
18 years of age	80	189 6	18 years of age	73	129 6	All others	275 6 271 0
19 years of age	97	230 0	19 years of age	83	147 6		
20 years of age	100+15s.	262 0	20 years of age	97	172 0		
PROPORTION (in any shop or place).			PROPORTION (in any shop or place).				
<i>Apprentices.</i>			<i>Apprentices.</i>				
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.			One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.				
<i>Improvers.</i>			<i>Improvers.</i>				
One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.			One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.			Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—	
						In charge of three or more assistants	237 6 233 9
						In charge of less than three assistants	219 9 216 3
						All others	199 0 196 3

\* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

