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*Labour and Industry Act 1953.*

AMENDING DETERMINATION OF THE STOREMEN, PACKERS, AND  
SORTERS 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—

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter;
- (ii) in assisting a Storeman, Packer or Sorter;
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woollen and Cotton Trade Board
Fruit Packing Board	Printers Board (Country)	

has made the following Determination, namely:—

That the Determination made on the 23rd February, 1955, and published in *Government Gazette*, No. 318 of the 26th May, 1955, as amended by—

- (1) a determination of the Industrial Appeals Court made on the 2nd May, 1955, and published in *Government Gazette*, No. 599 of the 15th August, 1955; and

(2) a determination of the Wages Board made on the 23rd September, 1955, in respect of clause 4 (c) of Part I, clause 27 of Part II., clauses 50 and 64 of Part V., and Table "A" of Part VI.; shall be further amended as from the beginning of the first pay period to commence in November, 1955, in respect of clauses 2, 3, and 4 of Part I., and clauses 66 and 67 of Part VI. making such clauses to read:—

**PART I.**

**WAGES RATES.**

**ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.  
APPRENTICES AND IMPROVERS.**

2.

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.*	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollen or Woollens, and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	201 6	66 6	77 6	79 6	66 6	<p><b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p><b>MALE IMPROVERS.</b> <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 315s. per week of 40 hours. <i>Any Other Place.</i> Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult. <b>FEMALE IMPROVERS.</b> <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 193s. 0d. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 193s. 6d. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 222s. 0d. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 187s. per week of 40 hours.</p>
16 to 17 years of age		88 6	88 6	107 0	88 6	
17 to 18 years of age		118 0	101 6	122 0	101 6	
18 to 19 years of age		167 6	112 6	144 0	112 6	
19 to 20 years of age		251 0	209 0	136 6	157 0	
20 to 21 years of age	272 0	249 0	155 0	184 6	149 6	

\* Provided that a junior employee assisting in racking and/or loading and/or unloading off vehicles of heavy steel plates, bars, or sections shall be paid the appropriate male adult rate whilst so employed.

3.

**OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.**

**JUNIOR RATES.**

*Wages Per Week of 40 Hours.*

								Percentage of Adult Male Storemen and Packers' Rate.	
								%	s. d.
Under 16 years of age	..	..	..	..	..	..	..	35	95 0
16 to 17 years of age	..	..	..	..	..	..	..	43	117 0
17 to 18 years of age	..	..	..	..	..	..	..	50	136 0
18 to 19 years of age	..	..	..	..	..	..	..	60	163 0
19 to 20 years of age	..	..	..	..	..	..	..	78	212 0
20 to 21 years of age	..	..	..	..	..	..	..	90	245 0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any over one cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

**PART I.—continued.**  
**OTHER EMPLOYEES.**  
**MALES.**  
**IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.**

		Wages Per Week 40 Hours.
		s. d.
(i) Storemen or Packers .. .. .		272 0
Leading hands—as defined in clause 22 hereof—		
(I.) .. .. .		277 0
(II.) .. .. .		282 0
(III.) .. .. .		282 0
(IV.) .. .. .		292 0
Blender as defined in clause 22 hereof—Grade 1 .. .. .		292 0
Blender as defined in clause 22 hereof—Grade 2 .. .. .		287 0
Blender as defined in clause 22 hereof—Grade 3 .. .. .		277 0
Where a blender is also a leading hand as defined he shall be paid the appropriate rate hereinbefore prescribed for a leading hand plus the following additional amounts :—		
Blender as defined Grade 1 .. .. .	£1	
Blender as defined Grade 2 .. .. .	15s.	
Blender as defined Grade 3 .. .. .	5s.	
Spray stencilling of drums .. .. .		277 0
Spray painting of drums in an enclosed place .. .. .		282 0
Refinery operatives—		
Stillman .. .. .		302 0
Assistant stillman .. .. .		292 0
Storeman and/or packer filling hot bitumen into drums .. .. .		275 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 6d. adjustable under clause 67 hereof.		

**4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS, MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.**

Column No.	Males Employed in (or on) or in Connexion with—									
	1	2	3	4	5	6	7	8	9	10
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Funnelgating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Book Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the order of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(a) Works singly or is assisted by a person under 18 years of age .. .. .	312 6	300 6	287 0	293 6	293 0	308 0	293 0	296 0	306 6	296 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—										
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .	312 6	300 6	287 0	297 0	296 0	317 0	296 0	306 0	310 0	299 0
(ii) 7 or more such persons .. .. .	312 6	300 6	287 0	317 6	317 6	338 0	317 6	319 0	330 0	319 0
Operator of power driven fork lift or similar mobile power driven stacking machine or device .. .. .	296 0	296 0	296 0	296 0	296 0	296 0	296 0	296 0	296 0	296 0
Storeman in charge of a bulk store removed from the main place of business .. .. .					293 0		293 0	296 0	306 6	296 0
Packers of crockery, china, or glassware .. .. .										296 6
Packers of metal window frames .. .. .										289 6
Persons handling pianos, piano-players, or organs .. .. .										289 6
Storeman and/or Packer engaged full time in packing and/or handling sausage casings .. .. .										300 0
All male adults and otherwise provided for .. .. .	312 6	300 6	287 0	289 6	286 6	308 0	286 6	289 6	302 0	289 6

(ii) \* A storeman and/or packer required to mix and or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. 7 17/20d. per hour whilst so employed. This rate includes 1 1/11d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 10 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
- (x) Wholesale softgoods warehouses.
- (xi) Wholesale chemists or manufacturing chemists' establishments.
- (xii) Tobacco stores.
- (xiii) Paint, painters' oils, colour and varnish stores.
- (xiv) Seed stores.
- (xv) Any place not elsewhere included in clause 4 (b) or 4 (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

4.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and Within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store) .. .. .	273 6	280 0	270 6
Storeman and/or Packer .. .. .	287 6	294 0	284 6

4. (d)

EGG PACKING ESTABLISHMENTS.

<i>Males.</i>		<i>Females.</i>	
40 Hours.		40 Hours.	
	<i>s. d.</i>		<i>s. d.</i>
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising (the storing, packing, or sorting)—	
(a) Works singly .. .. .	321 6	(a) Works singly .. .. .	241 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.—		(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.—	
(i) 1 to 6 such persons .. .. .	325 0	(i) 1, 2, 3, 4, 5 or 6 such persons ..	243 6
(ii) 7 to 12 such persons .. .. .	334 6	(ii) 7 to 12 such persons .. .. .	251 0
(iii) 13 or more such persons .. .. .	345 0	(iii) 13 or more such persons .. .. .	258 6
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	296 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for ..	315 0	With less than eight weeks' experience ..	222 0
		With eight weeks' or more experience ..	236 0

4. (e) OTHER FEMALES.

	Females Employed in or in Connexion with—	
	Establishments in which are sorted Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours.	40 Hours.
	s. d.	s. d.
Any persons engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly .. .. .	203 6	190 0
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—		
(i) 1, 2, 3, 4, 5 or 6 such persons .. .. .	210 6	193 0
(ii) 7 or more such persons .. .. .	222 6	210 0
Females employed packing or sorting laundry work .. .. .	..	193 0
Packers of crockery, china, or glassware .. .. .	..	206 6
All female adults not otherwise provided for .. .. .	193 6	187 0

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 10½d. per hour.

PART VI.

WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.

PERIODICAL ADJUSTMENT OF WAGES.

60. (a) The wages rates for adult males set out in clause 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the basic wages set out in Table A, and pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, this Board hereby determines that such rates in the said clauses 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d), shall be automatically adjusted by the same amounts and at the same time as such basic wages as prescribed by clause 67.

(b) The wages of juniors in clause 3 shall be adjusted in proportion to the adjustment of the said basic wage for the index number set assigned for Melbourne. Such adjustment shall be to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

(c) The wages of apprentices and improver as set out in clause 2 shall be adjusted in accordance with the percentages of the basic wage as set out in Table B hereof.

(d) The basic wage for adult females shall be 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded. The wages rates for adult females shall be adjusted by adding to or subtracting from such wages rates the amounts of the difference from time to time in the said female basic wage as so calculated.

TABLE A.

Basic Wages.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State—		
(a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	12 6 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores	12 6 0	Weighted Average of Basic Wage for Melbourne, Adelaide and Hobart

TABLE B.  
ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.  
APPRENTICES AND IMPROVERS.

	Males.		Females.		
	Breadmaking Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Percentage of Male Basic Wage.	Percentage of Male Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.
	%	%	%	%	%
Under 16 years of age ..	} 82	27	42	43	36
16 to 17 years of age ..		36	48	58	48
17 to 18 years of age ..		48	55	66	55
18 to 19 years of age ..		68	61	78	61
19 to 20 years of age ..		100, plus 5s..	85	74	85
20 to 21 years of age ..	100, plus 26s..	100, plus 3s..	84	100	81
					Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

ADJUSTMENT OF BASIC WAGE.

67. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'C' series 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 February, 1956, the amounts of the basic wages shall be as prescribed in clause 66.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "C" series retail price 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 hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

(e) The amount of the minimum rate for a casual employee in a Bond and Free Store is ascertained by adding a margin of 10s. 6d. to the current basic wage, dividing the result by 35 and then adding 4½d. The amount is to be calculated to the nearest farthing.

(f) The amount of the minimum rate for a casual employee in an Oil, Grease, or Petroleum store is ascertained by obtaining the weighted average of the basic wage for Melbourne, Adelaide, and Hobart, adding 10s. to the result and dividing by 30. The result is to be calculated to the nearest ¼d.

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

J. W. RYAN, Secretary.

Melbourne, 13th October, 1955.