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Labour and Industry Acts.

AMENDING DETERMINATION OF THE TENTMAKERS BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, 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 employed in the trade of manufacturing :—

- (a) articles made of canvas, or a substitute for canvas, such as sails, tents, marquees, ship's gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins;
- (b) any other kind of canvas goods, except those subject to the jurisdiction of any of the following Boards :—
 Agricultural Implements Board,
 Country Agricultural Implements Board,
 Boot Board,
 Leather Goods Board,
 Rubber Trade Board, and
 Vehicle Building Industry Board ;
- (c) flags ;
- (d) industrial spindle polishing mops.

has made the following Determination, namely :—

That as from the beginning of the first pay period to commence in February, 1956, the Determination made on the 9th May, 1955, and published in *Government Gazette* No. 377 of the 27th June, 1955, shall be amended by :—

1. deleting clauses 2, 3, 4, 5, and 6, and inserting in lieu thereof the following :—

2. WAGES PER WEEK (ADULTS).

	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.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	14 11 0	14 8 0
Journeymen engaged in the manufacture and/or repair of sails, and ships gear (including nets, fenders, and rigging) and other articles that require the hand sewing of ropes by use of palm and needle	15 3 0	15 0 0
All other Journeymen	14 11 0	14 8 0
Journeywomen engaged in machining industrial spindle polishing mops	10 8 0	10 6 0
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	9 18 6	9 16 6
All other Journeywomen	10 8 0	10 6 0

In addition to the above rates the following shall be paid :—

- (a) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature :—3d. per hour extra.

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

(b) Females working on large machines (7.5, 45K, 7.27, or any similar class of machines, and Grummet), 3s. 6d. per week extra on above rates.

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—

	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	75 6	74 6
Second year's experience	88 0	87 0
Third year's experience	125 6	124 0
Fourth year's experience	201 0	198 6
Fifth year's experience	251 0	248 0
Four year terms—		
First year's experience	75 6	74 6
Second year's experience	125 6	124 0
Third year's experience	201 0	198 6
Fourth year's experience	251 0	248 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:—

- (1) Sail, tent and canvas goods maker;
- (2) Ship's gear maker.

(e) The 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 hereinbefore 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 reaches 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 forty 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 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 persons 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 Trades*:—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.
	s. d.	s. d.
Under 16 years of age	75 6	74 6
16 and under 17 years of age	100 6	99 0
17 and under 18 years of age	125 6	124 0
18 and under 19 years of age	150 6	149 0
19 and under 20 years of age	201 0	198 6
20 and under 21 years of age	251 0	248 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.

JUNIOR 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.
	s. d.	s. d.
Under 16 years of age	75 0	74 6
16 and under 17 years of age	94 0	93 0
17 and under 18 years of age	107 0	106 0
18 and under 19 years of age	120 6	119 0
19 and under 20 years of age	131 6	130 0
20 and under 21 years of age	163 6	162 0

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 wilfully 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.

(II.) Deleting clause 20 and inserting in lieu thereof the following :—

SICK AND ACCIDENT PAY.

20. An employee who is absent from work on account of personal illness or incapacity due to any cause other than his own misconduct shall be entitled to leave of absence without deduction of pay, subject to the following conditions :—

- (a) An employee shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.
- (b) An employee shall within twenty-four 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 illness or incapacity 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 absent through illness or incapacity 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.
- (e) An employee employed under any system of payment by results (clause 33) entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.
- (f) An employer in the first six months of employment of an employee shall not be liable to pay the employee for more than 3½ hours' absence owing to such ill health or incapacity in respect of each completed month of employment with that employer.
- (g) 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 160 hours' working time, which shall be the maximum amount of leave to which any employee may be entitled in any year without deduction of pay.
- (h) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 1st February, 1956.