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*Labour and Industry Acts.*

**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 Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1956.

Dated at Melbourne, this  
31st day of May, 1956.

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

ORGAN BOARD.

Clauses 2, 3, 4, and 5 of the Determination published in *Government Gazette* No. 846 of the 18th November, 1955, shall be replaced by the following clauses:—

WAGES.

2.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Organ builder .. .. .	16 11 0	16 8 0
Employee erecting, dismantling or repairing organs .. .. .	16 11 0	16 8 0
Wood worker .. .. .	16 11 0	16 8 0
Volcer .. .. .	16 11 0	16 8 0
Tuner .. .. .	16 11 0	16 8 0
Metal pipe maker .. .. .	16 11 0	16 8 0
Polisher .. .. .	16 11 0	16 8 0
Spray hand—		
(a) engaged on finishing coats of any type .. .. .	14 6 0	14 3 0
(b) engaged on priming and or undercoating, and/or sealing .. .. .	14 6 0	14 3 0
Employee cutting or papering down and/or filling and/or staining .. .. .	14 6 0	14 3 0

**SPECIAL RATES.**

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

- (1) Fifteen shillings per week if in charge of not less than three and not more than ten employees including apprentices;
  - (2) Thirty shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
  - (3) Forty-five shillings per week if in charge of more than twenty employees including apprentices.
- (b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid :—
- (i) Sixpence per hour to employees working in confined spaces;  
Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
  - (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
  - (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
  - (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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

*Special Rates Not Cumulative.*

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

*Rates Not Subject to Penalty Additions.*

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

**MIXED FUNCTIONS.**

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

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

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

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and in the Mildura and Gippeland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>	£ s. d.	£ s. d.
<b>Five-year Term—</b>		
1st year's experience .. .. .	4 2 0	4 1 0
2nd year's experience .. .. .	5 10 0	5 9 0
3rd year's experience .. .. .	6 18 0	6 16 6
4th year's experience .. .. .	10 12 6	10 10 0
5th year's experience .. .. .	13 2 0	12 19 0
<b>Four-year Term—</b>		
1st year's experience .. .. .	4 7 0	4 6 0
2nd year's experience .. .. .	6 18 0	6 16 6
3rd year's experience .. .. .	10 12 6	10 10 0
4th year's experience .. .. .	13 2 0	12 19 0
<b>Improvers.</b>		
Under 16 years of age .. .. .	3 1 6	3 0 6
16 and under 17 .. .. .	3 15 0	3 14 0
17 and under 18 .. .. .	5 1 0	4 19 6
18 and under 19 .. .. .	6 14 6	6 13 0
19 and under 20 .. .. .	10 12 0	10 9 6
20 and under 21 .. .. .	13 1 0	12 18 0

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