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[1956

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 August, 1956.

Dated at Melbourne, this
10th day of September, 1956.

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

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in *Government Gazette* No. 483, of the 11th May, 1956, shall be replaced by the following clauses:—

2.

| | Wages per Week of 40 Hours. | |
|--|--|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warranbool; and within Mildura and Gippsland Districts. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. |
| DIVISION I.—AGRICULTURAL IMPLEMENT SECTION. | | |
| <i>(a) Assembly, Fitting, and Process Working.</i> | | |
| Assembler | 14 8 0 | 14 5 0 |
| Assembler after two years' experience | 14 18 0 | 14 15 0 |
| Carpenter on agricultural implement making (including tool allowance) | 16 0 6 | 15 17 6 |
| Dismantler | 14 6 0 | 14 3 0 |
| Implement and/or comb fitter | 15 8 0 | 15 5 0 |
| Implement and/or comb fitter after two years' experience | 15 13 0 | 15 10 0 |
| Pattern fitter and finisher | 15 13 0 | 15 10 0 |
| Plate pattern fitter and finisher | 16 18 0 | 16 15 0 |
| Plate pattern fitter and finisher (doing own machining) | 16 18 0 | 16 15 0 |
| Plough fitter | 15 3 0 | 15 0 0 |
| Process worker | 14 5 0 | 14 2 0 |
| Wheel rimmer | 15 8 0 | 15 5 0 |
| Windmill erector | 15 8 0 | 15 5 0 |
| Windmill maker other than fitter | 15 5 6 | 15 2 6 |
| <i>(b) Blacksmithing, &c.</i> | | |
| Blacksmith's striker | 14 6 0 | 14 3 0 |
| Blacksmith's striker on double fires | 14 10 6 | 14 7 6 |
| Bulldozer operator | 15 0 6 | 14 17 6 |
| Hammer driver | 14 10 6 | 14 7 6 |
| Heater | 14 6 0 | 14 3 0 |
| Implement smith of five years' experience able to do all classes of implement work | 16 0 6 | 15 17 6 |
| Other smith (including iron bender) | 15 13 0 | 15 10 0 |

| | Wages per Week of 40 Hours. | |
|--|--|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. |
| DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued. | | |
| <i>(c) Dressing, Grinding, and Pickling.</i> | | |
| Chipper | 14 6 0 | 14 3 0 |
| Dresser and fettler | 14 10 6 | 14 7 6 |
| Emery-wheel attendant | 14 10 6 | 14 7 6 |
| Grinder | 14 10 6 | 14 7 6 |
| Grinder using portable machine | 14 15 6 | 14 12 6 |
| Pickler | 14 3 0 | 14 0 0 |
| Shot and sand blast dresser | 14 15 6 | 14 12 6 |
| <i>(d) Furnacemen.</i> | | |
| Cupola | 15 8 0 | 15 5 0 |
| Electric | 15 5 6 | 15 2 6 |
| All other furnaces (not including small rivet or bolt heating) | 15 0 6 | 14 17 6 |
| Small rivet or bolt heating | 14 10 6 | 14 7 6 |
| Assistant | 14 6 0 | 14 3 0 |
| <i>(e) Foundry.</i> | | |
| Jobbing moulder and/or coremaker | 16 18 0 | 16 15 0 |
| Loose pattern moulder | 16 0 6 | 15 17 6 |
| Plate and machine moulder and/or coremaker | 15 0 6 | 14 17 6 |
| Cupola furnaceman | 15 8 0 | 15 5 0 |
| Electric furnaceman | 15 5 6 | 15 2 6 |
| All other furnacemen | 15 0 6 | 14 17 6 |
| Assistant furnaceman | 14 11 0 | 14 8 0 |
| Dressers and fettlers | 14 13 0 | 14 10 0 |
| Grinders | 14 13 0 | 14 10 0 |
| Grinders using portable machine | 14 15 6 | 14 12 6 |
| Shot and sand blast dressers | 14 15 6 | 14 12 6 |
| <i>(f) Inspection, &c.</i> | | |
| Checker | 14 10 6 | 14 7 6 |
| Inspector | 14 10 6 | 14 7 6 |
| <i>(g) Machinists.</i> | | |
| 1st class | 16 18 0 | 16 15 0 |
| 2nd class | 15 13 0 | 15 10 0 |
| 3rd class | 14 18 0 | 14 15 0 |
| Driller | 14 10 6 | 14 7 6 |
| Process worker | 14 5 0 | 14 2 0 |
| <i>(A) Painting, &c.</i> | | |
| Dipper | 14 3 0 | 14 0 0 |
| Painter (brush hand) | 14 6 0 | 14 3 0 |
| Paint mixer | 14 3 0 | 14 0 0 |
| Spray painter | 14 8 0 | 14 5 0 |
| Writer and liner | 15 8 0 | 15 5 0 |
| <i>(i) Sheet Metal.</i> | | |
| Sheet Metal Workers—1st class | 16 18 0 | 16 15 0 |
| Sheet Metal Workers—2nd class | 15 13 0 | 15 10 0 |
| <i>(j) Stores.</i> | | |
| Attendant at casting stores | 14 3 0 | 14 0 0 |
| Storeman and/or packer | 15 4 6 | 15 1 6 |
| <i>(k) Welders.</i> | | |
| 1st class | 17 5 6 | 17 2 6 |
| 2nd class | 14 18 0 | 14 15 0 |
| 3rd class | 14 8 0 | 14 5 0 |
| Tack welder | 14 13 0 | 14 10 0 |
| <i>(l) Wire Workers.</i> | | |
| Wire drawer | 14 6 0 | 14 3 0 |
| Wire weaver | 14 6 0 | 14 3 0 |
| DIVISION II.—ELECTRICAL. | | |
| Electrical mechanic | 16 18 0 | 16 15 0 |
| Shift electrician | 16 18 0 | 16 15 0 |
| Tradesman, electrical fitter | 16 18 0 | 16 15 0 |
| Tradesman's and electrical mechanic's assistant | 14 6 0 | 14 3 0 |
| DIVISION III.—ENGINEERING. | | |
| Electrical fitter | 16 18 0 | 16 15 0 |
| Machinist—1st class | 16 18 0 | 16 15 0 |
| Machinist—2nd class | 15 13 0 | 15 10 0 |
| Machinist—3rd class | 14 18 0 | 14 15 0 |
| Machinist—3rd class | 16 18 0 | 16 15 0 |
| Motor mechanic | 18 0 6 | 17 17 6 |
| Patternmaker | 17 13 0 | 17 10 0 |
| Toolmaker | 16 18 0 | 16 15 0 |
| Tradesman | 17 5 6 | 17 2 6 |
| Tradesman, the greater part of whose time is occupied in marking off | 17 5 6 | 17 2 6 |
| Tradesman, wet stone grinder and glazier | 16 18 0 | 16 15 0 |

| | Wages per Week of 40 Hours. | |
|---|--|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts. | All Other Parts of Victoria. |
| DIVISION IV.—ENGINEERING SMITHING. | | |
| | £ s. d. | £ s. d. |
| Coppersmith | 17 0 6 | 16 17 6 |
| Forger and/or faggoter | 18 8 0 | 18 5 0 |
| Forgeman's assistant | 14 10 6 | 14 7 6 |
| Other smith | 17 0 6 | 16 17 6 |
| Toolsmith | 17 5 6 | 17 2 6 |
| DIVISION V.—WOOD MILL. | | |
| Band sawyer | 15 5 6 | 15 2 6 |
| Bending machinist | 15 12 0 | 15 9 0 |
| Boring and drilling machinist | 15 6 0 | 15 3 0 |
| Busser machinist (only operating or feeding machines) | 14 4 6 | 14 1 6 |
| Busser machinist (using straight irons and setting up machines and grinding knives and cutters) | 15 6 0 | 15 3 0 |
| Casemaker | 15 3 0 | 15 0 0 |
| Casemaking sawyer | 14 8 0 | 14 5 0 |
| Circular sawyer | 15 8 0 | 15 5 0 |
| Crosscut sawyer | 15 5 6 | 15 2 6 |
| Morticing machinist | 15 6 0 | 15 3 0 |
| Moulding machinist (where the machinists set up their machines only) | 15 6 0 | 15 3 0 |
| Moulding machinist (where the machinists set up their machines and grind their knives and cutters) | 16 13 0 | 16 10 0 |
| Pulling out machinist | 14 4 0 | 14 1 0 |
| Sanding machinist | 15 0 6 | 14 17 6 |
| Saw doctor | 17 13 0 | 17 10 0 |
| Shaper machinist | 16 13 0 | 16 10 0 |
| Stacker | 14 8 0 | 14 5 0 |
| Tenoning machinist (only operating or feeding machines) | 14 4 6 | 14 1 6 |
| Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters) | 16 13 0 | 16 10 0 |
| Thickneser machinist | 15 6 0 | 15 3 0 |
| Turner | 16 13 0 | 16 10 0 |
| DIVISION VI.—MISCELLANEOUS. | | |
| Belt maker and cutter | 15 3 0 | 15 0 0 |
| *Carpenter (other than agricultural implement making) | 16 18 0 | 16 15 0 |
| Carrier | 16 3 0 | 16 0 0 |
| Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry | 13 12 0 | 13 9 0 |
| Employee not elsewhere classified | 13 6 0 | 13 3 0 |

* The rate payable to employees working in this classification shall be increased by a tool allowance of 5s. per week.

APPRENTICESHIP.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed:—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows:—

- Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
- Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
- Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
- Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

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

(i) The period of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour and Industry, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(iii) Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.

(iv) Until further order, any contract of apprenticeship hereafter made 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows:—

| | Percentage of Basic Wage. | Total Wage Payable. | |
|---|---------------------------|--|------------------------------|
| | | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts. | All Other Parts of Victoria. |
| Four and five-year terms— | | £ s. d. | £ s. d. |
| 1st year | 39 | 5 2 6 | 5 1 6 |
| 2nd year | 50 | 6 11 6 | 6 10 0 |
| 3rd year | 58½ | 7 14 0 | 7 12 0 |
| 4th year | 89 | 11 14 0 | 11 11 6 |
| 5th year | 100 plus 2s. | 14 5 0 | 14 2 0 |
| Four-year terms—Apprenticeship commencing after the age of 17 years— | | | |
| 1st year | 41 | 5 8 0 | 5 6 6 |
| 2nd year | 58½ | 7 14 0 | 7 12 0 |
| 3rd year | 89 | 11 14 0 | 11 11 6 |
| 4th year | 100 plus 2s. | 14 5 0 | 14 2 0 |

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime, unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (x) 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 the Determination for the trade, 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.
- (xi) No employer shall, 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.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

| | Percentage of Basic Wage. | Additional Amount. | War Loading. | Total Wage Payable. | |
|--------------------------------------|---------------------------|--------------------|--------------|--|------------------------------|
| | | | | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts. | All Other Parts of Victoria. |
| | | s. d. | s. d. | £ s. d. | £ s. d. |
| I.—Adults Females. | | | | | |
| Under one month's experience | 75 | | | 9 17 0 | 9 15 0 |
| All others | 75 | 16 0 | | 10 13 0 | 10 11 0 |
| II.—Junior Females. | | | | | |
| 17 years of age and under | 52 | 3 6 | | 5 6 0 | 5 5 0 |
| 18 years of age | 62 | 4 0 | | 6 6 0 | 6 5 0 |
| 19 years of age | 72 | 4 6 | | 7 6 6 | 7 5 0 |
| 20 years of age | 82 | 5 0 | | 8 6 6 | 8 5 0 |
| III.—Male Juniors. | | | | | |
| Under 16 years of age | 24 | 2 0 | | 3 5 0 | 3 4 6 |
| 16 years of age | 34 | 3 0 | | 4 12 6 | 4 11 6 |
| 17 years of age | 46 | 4 0 | | 6 5 0 | 6 3 6 |
| 18 years of age | 58 | 5 0 | | 7 17 6 | 7 16 0 |
| 19 years of age | 73 | 6 0 | | 9 18 0 | 9 16 0 |
| 20 years of age | 88 | 7 0 | | 11 18 6 | 11 16 0 |
| IV.—Junior Males (Foundries). | | | | | |
| Under 16 years of age | 24 | 2 0 | 1 0 | 3 6 0 | 3 5 6 |
| 16 years of age | 32 | 2 6 | 1 9 | 4 8 6 | 4 7 6 |
| 17 years of age | 58 | 5 0 | 3 0 | 8 0 6 | 7 19 0 |
| 18 years of age | 73 | 6 0 | 4 0 | 10 2 0 | 10 0 0 |
| 19 years of age and over | 88 | 7 0 | 4 6 | 12 3 0 | 12 0 6 |

Provided that the rate payable to any employee shall not be less than 20s.

The rates shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (d).
 Clauses, other than Clauses 2, 5 and 6 of the said Determination shall remain in force.