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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 August, 1956.

Dated at Melbourne, this
24th day of October, 1956.

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

RUBBER TRADE BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 761 of the 28th August, 1953, shall be replaced by the following clauses:—

2. **APPRENTICES OR IMPROVERS.**

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	82 0	68 6	No junior shall be employed until he or she attains the age of fifteen years.
16 years of age	108 0	82 0	
17 years of age	134 6	95 0	
18 years of age	174 0	121 6	
19 years of age	200 0	134 6	
20 years of age	226 6	147 6	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 270s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 270s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 205s. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 205s. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 205s. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 205s. per week of 40 hours.

- (a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3.

OTHER THAN CABLE MAKING.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Adult Males.</i>		
1.	Employee engaged on any operation other than those set out hereunder	13 16 0
2.	Sifter and/or drier of compounding ingredients	13 18 0
3.	Operator in charge of drying machine	14 0 0
4.	Weighter and/or assembler of compounds for mixing, calendering, &c.	14 3 0
5.	Storeman and packer as defined herein not working in raw materials store	14 0 0
5a.	Storeman and packer as defined herein working in raw materials store	14 5 0
6.	Wrapper of goods made by wrapped process	13 18 0
7.	Operator in charge of lead-covered hose stripping machine	14 0 0
8.	Operator in charge of hose-making machine (wrapped process)	14 2 0
9.	Helper on hose-making machine (wrapped process)	14 0 0
10.	Lead-covering machine helper	14 0 0
11.	Operator in charge of lead-covering machine (hose)	14 6 6
11a.	Maker of vacuum-cleaner hose	14 2 0
12.	Maker of wrapped hose by hand-made process	14 0 0
13.	Dough mixer working on mill and/or enclosed mixer for solution or cement	14 0 0
14.	Operator on washing mill and/or grinding waste	14 0 0
15.	Operator on warming and/or masticating mill and/or reclaim refining mill	14 2 0
16.	Operator on cracker mill	14 0 0
17.	Operator on mixing mill	14 9 0
18.	Reclaimer or employee engaged on acid tank	14 0 0
19.	Employee on digester machine	14 2 0
20.	Spreader in charge of machine (not otherwise classified)	14 3 0
21.	Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	14 9 0
22.	Employee engaged on doubling and/or chalking and/or polishing and/or embossing	14 19 0
22a.	Operator employed on impregnating machine and/or pre-dipping machine	14 0 0
23.	Operator engaged on motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	14 0 0
24.	Operator engaged on motor, motor cycle and/or bicycle tube joint curing	14 2 0
25.	Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyres 14-in. diameter and over)	14 4 0
25a.	Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on flat and/or crown drum and/or flat top core	14 6 6
26.	Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyre 14-in. diameter and over)	14 6 6
26a.	Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on core	14 9 0
27.	Inspector and/or examiner and/or tyre tester	14 2 0
28.	Tester with water	13 16 0
28a.	Operator employed on hand-skiving machine used in tyre construction	13 18 0
28b.	Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	13 18 0
29.	Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	14 2 0
30.	Operator in charge of cotton creels	14 2 0
31.	Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	14 0 0
32.	Maker of packing	14 2 0
33.	Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	14 2 0

OTHER THAN CABLE MAKING—continued.

		Wages per Week of 40 Hours.
		£ s. d.
34.	Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—	
	First Year	14 0 0
	Second and third year	14 6 6
	Thereafter	14 11 0
35.	Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	14 4 0
36.	Operator employed fitting pneumatic tyre to rim and/or wheel	14 0 0
37.	Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	14 2 0
37A.	Operator lasting up leather shoes	13 18 0
38.	Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	14 2 0
39.	Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	14 6 6
40.	Operator on lathe engaged fashioning biased bowls	14 6 6
41.	Operator dipping balloons and/or other dipped goods	14 2 0
42.	Operator of rubber-thread cutting lathe	14 4 0
43.	Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	14 2 0
44.	Helper on self-contained mould and/or curing pan and/or dry heater	13 16 0
45.	Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	14 6 6
46.	Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	14 4 0
47.	Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	14 2 0
48.	Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	14 9 0
49.	Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	14 6 6
50.	Operator in charge of person engaged in making and/or moulding solid motor tyres	14 6 6
51.	Operator engaged in making and/or moulding solid motor tyres	14 0 0
51A.	Operator racking green motor tyres	13 18 0
52.	Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	14 2 0
53.	Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	14 4 0
54.	Operator in charge hand-making transmission conveyor and/or elevator belting	14 6 6
54A.	Repairer of used transmission conveyor and/or elevator belting	14 6 6
55.	Operator engaged hand-making transmission conveyor and/or elevator belting	14 3 0
56.	Operator engaged on belt-making machine	14 0 0
57.	Operator laying rubber mats, tiles, flooring and/or other compositions	14 9 0
58.	Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	14 9 0
59.	Repairer of new motor and/or motor cycle and/or bicycle tyre and/or tubes	14 2 0
60.	Operator re-treading new tyres	14 0 0
61.	Maker of air bags with extruded material	14 2 0
62.	Maker of air bags (not otherwise classified)	14 9 0
62A.	Operator buffing air bags	13 19 0
62B.	Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	13 18 0
63.	Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	14 4 0
64.	Operator in charge of forcing machine straining rubber	14 0 0
65.	Operator in charge of textile cutting machine	14 2 0
66.	Operator of electric cutting machine (other than cutter in waterproof) or operator cutting textile by hand	14 0 0
67.	Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal except as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	14 14 0
68.	Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	14 2 0
69.	First assistant on calender 48 inches and over	14 6 6
70.	First assistant on calender under 48 inches	14 0 0
71.	Operator in charge of calender 72 inches and under	14 18 0
72.	Operator in charge of calender over 72 inches	15 3 0
73.	Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	14 7 0
74.	Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand and the manufacture of sponge rubber by any similar process	14 2 0
75.	Storeman in charge of moulds	13 18 0
76.	Operator engaged in mould burning	13 18 0
77.	Operator engaged on sand-blasting—	
	(a) who operates from outside a properly-enclosed cabinet	14 0 0
	(b) other	14 2 0
78.	Operator joining and/or repairing fabric liners	13 18 0
79.	Operator cutting raw rubber by machine or press	13 18 0
80.	Operator of trans-stacker or swifter-lifter or similar machines	14 2 0
80A.	Operator in charge of rotocure	14 6 6

Adult Females.

All classifications 10 5 0

CABLE MAKING

		Wages per Week of 40 Hours.
		£ s. d.
<i>Adult Males.</i>		
81.	Operator engaged in any operation other than those for which a margin is fixed hereunder	13 16 0
82.	Operator on mixing mill	14 9 0
83.	Operator on warming and/or masticating and/or reclaim refining mill	14 2 0
84.	Heaterman in charge of curing pan and/or dry heater	14 2 0
85.	Operator in charge of forcing machine	14 4 0
86.	First assistant on calender 48 inches and over	14 6 6
87.	First assistant on calender under 48 inches	14 0 0
88.	Operator in charge of calender 72 inches and under	14 18 0
89.	Operator in charge of calender over 72 inches	15 3 0
90.	Fine wire-drawing machine operator	14 2 0
91.	Medium wire-drawing machine operator	14 2 0
92.	Wire-drawing (tandem) machine operator	14 2 0
93.	Annealing furnace operator	14 2 0
94.	Pickling plant operator	14 0 0
95.	Wire-winding machine operator	14 0 0
96.	Fine wire-tinning machine operator	14 0 0
97.	Medium wire-tinning machine operator	14 2 0
98.	Assisting tinning-machine operator	14 0 0
99.	Bunching machine operator	14 0 0
100.	Stranding and/or armouring machine operator	14 2 0
101.	Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	14 0 0
102.	Lapping machine operator	14 2 0
103.	Longitudinal machine operator	14 2 0
104.	Longitudinal machine assistant	14 0 0
105.	Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	14 0 0
106.	Laying up machine operator	14 2 0
107.	Laying up machine assistant	14 0 0
108.	Repairer of cables	14 2 0
109.	Spark testing machine operator	14 2 0
110.	Tank test attendant	14 0 0
111.	Operator employed jointing cables	14 2 0
112.	Operator on waxing and/or compounding and/or impregnating machine	14 2 0
113.	Helper on waxing and/or compounding and/or impregnating machine	14 0 0
114.	Lacquering and/or enamelling machine operator	14 2 0
115.	Lacquering and/or enamelling machine helper	14 0 0
116.	Lead press operator for cables	14 6 6
117.	Lead press assistant for cables	14 0 0
118.	Lead stripping machine operator for cables	14 0 0
119.	Marking machine operator	14 2 0
120.	Rubber slitting machine operator	14 2 0
121.	Rubber slitting machine helper	14 0 0
122.	Taping and/or de-taping machine operator	14 0 0
123.	Inspector and/or examiner of cables	14 2 0
124.	Small cable reel assembler	14 2 0
<p>Provided that where work is performed in the Cable Making Section of the industry for which no classification is contained in the Cable Making Section of this clause, but which is classified in the "Other Than Cable Making Section," then the classification in the latter section shall apply with the appropriate wage.</p>		
<i>Adult Females.</i>		
All classifications		10 5 0

SPECIAL RATES.

4. (a) Any female or junior (male or female) employed in any way in the making, finishing, or packing of preventatives, pessaries, or sheaths, shall receive the male basic wage provided herein, and in addition thereto shall receive the wages provided for a male operator engaged in the individual making of surgical goods.

(b) Any employee engaged in the process of acid curing, cold curing, or vapour curing (as defined in clause 20 hereof) shall be paid the sum of 1s. 3d. per hour in addition to the rate herein fixed for the class of work performed.

(c) Storemen and packers handling carbon black in a bulk store, employees handling carbon black elsewhere before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(d) Employees engaged in slicking and/or spraying motor and/or motor cycle tyres or actually working on acid vats in reclaiming shall be paid 1s. per day in addition to the rate herein fixed for the class of work performed.

(e) Employees using a spray gun for the purpose of spraying motor and/or motor cycle and/or bicycle tyres and/or finished mats shall be paid the sum of 1s. per day in addition to the rates herein prescribed for the class of work performed. Such payment shall include any payment made under sub-clause (d) hereof.

(f) Employees required to install or repair any type of belting underground in mines shall be paid 2s. per day in addition to the rate herein fixed for the class of work performed.

(g) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

SHIFT RATES.

5. (a) Male employees engaged on continuous work shifts shall be paid an additional 4s. 5d. per shift on afternoon and night shift.

(b) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 31 of this Determination shall be paid an additional 4s. 5d. per shift.

(c) Females employed on continuous or rotating shifts shall be paid the following shift allowances:—

<i>Continuous Shifts—</i>										<i>s. d.</i>		
Morning shift	2	0
Afternoon shift	3	0
Night shift	4	0
<i>Rotating Shifts—</i>												
Afternoon shift	3	0
Night shift	4	0

(d) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(e) An employee (not having requested his employer to so work) who—

(i) during a period of engagement on shift works night shift only; or

(ii) remains on night shift for a longer period than four consecutive weeks; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (a), (b), (c) or (d) hereof.

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

