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[1948

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops 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 November, 1948.

Dated at Melbourne, this
12th day of November, 1948.

RAY. H. BEERS,
Secretary for Labour.

GROCERS SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 936 of the 27th September, 1948, shall be replaced by the following clause:—

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.		FEMALES.				
Age.	Wages.	Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).	Total Weekly Wages.
	Per Week.		Per Week.	Per Week.	Per Week.	Per Week.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	50 6	Under 16 years of age	29 9	2 3	2 9	34 9
16 years of age and under 17 years of age ..	56 6	16 to 17 years of age ..	31 3	2 6	2 9	36 6
17 years of age and under 18 years of age ..	67 3	17 to 18 years of age ..	38 6	3 0	3 6	45 0
18 years of age and under 19 years of age ..	79 9	18 to 19 years of age ..	42 6	3 3	4 0	49 9
19 years of age and under 20 years of age ..	92 6	19 to 20 years of age ..	49 3	3 9	4 6	57 6
20 years of age and under 21 years of age ..	110 6	20 to 21 years of age ..	56 0	4 3	5 3	65 6

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.
One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast' Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	8 4 6	8 1 6
Honey blenders	7 19 6	7 16 6
Men roasting and/or grinding and who mix or blend coffee or chicory	7 19 6	7 16 6
Assistant millers	7 17 0	7 14 0
Coffee essence makers	7 17 0	7 14 0
Bagged goods carriers and/or stackers	7 17 0	7 14 0
Cellarmen in charge and working at loading, unloading and despatching by-products	7 17 0	7 14 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	7 14 0	7 11 0
Roasters of other commodities than coffee or chicory	7 14 0	7 11 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	7 14 0	7 11 0
Mixers or blenders	7 14 0	7 11 0
Kilnmen and/or bleachers	7 9 6	7 6 6
Mill hands	7 7 0	7 4 0
Men engaged drawing off finished products and/or by-products in cereal mills	7 7 0	7 4 0
Men engaged at oat cleaning and/or grading	7 7 0	7 4 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	8 4 6	8 1 6
Assistant millers	7 17 0	7 14 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	7 17 0	7 14 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	7 17 0	7 14 0
Steepmen	7 12 0	7 9 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	7 10 0	7 7 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	7 9 6	7 6 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	7 7 0	7 4 0
Men grinding starch and/or cornflour	7 7 0	7 4 0
Mill hands	7 7 0	7 4 0
Starch and/or cornflour shovellers	7 7 0	7 4 0
Leading hand—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	8 4 6	8 1 6
Assistant millers	7 17 0	7 14 0
Mill hands	7 7 0	7 4 0
Men engaged drawing off broken rice, bran, straw, and/or rice	7 7 0	7 4 0
Men engaged taking off and/or sewing and/or stacking rice	7 7 0	7 4 0
Rice meal rammers	7 7 0	7 4 0
Rice hull packers	7 7 0	7 4 0
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	7 17 0	7 14 0
Convertor men	7 17 0	7 14 0
Flour mixers or men feeding mixers and/or bagging dry gluten	7 12 0	7 9 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	7 9 6	7 6 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	7 9 6	7 6 6
Pumpmen	7 7 0	7 4 0
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	8 2 0	7 19 0
Paste makers	7 8 0	7 5 0
Hydraulic press attendants	7 8 0	7 5 0
Women working in dough room and vermicelli twisting and spaghetti spreading	4 0 9	3 19 3
All other male adults	7 2 0	6 19 0
All other female adults	3 15 9	3 14 3
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	7 17 0	7 14 0
Men in charge of and working rollers	7 17 0	7 14 0
Men in charge of and working at toasting flakes or biscuits (oven men)	7 17 0	7 14 0
Grinding and milling machinists	7 8 0	7 5 0
Fillers and/or makers	7 8 0	7 5 0
Pressmen	7 8 0	7 5 0
Conveyor workers	7 8 0	7 5 0
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	8 4 6	8 1 6
Vacuum pan attendants	7 17 0	7 14 0
Men operating and in charge of grain crushers, mixing and filling machines	7 14 6	7 11 6
Men working at and in charge of dehydrators	7 14 6	7 11 6
Man working at and in charge of store	7 13 0	7 10 0
Man working at and in charge of spent grain bins	7 13 0	7 10 0
All other adult males	7 9 0	7 6 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	8 4 6	8 1 6
Man engaged on cornflour packing machine	7 17 0	7 14 0
Convertor men	7 17 0	7 14 0
Man in charge of and working at macerators	7 17 0	7 14 0
Vacuum pans men	7 17 0	7 14 0
Men in charge of and working in drip rooms	7 17 0	7 14 0
Dextrine and/or custard mixer and/or blender	7 14 0	7 11 0
Weighbridge attendants	7 14 0	7 11 0
Steepmen	7 12 0	7 9 0
Millers' assistants	7 12 0	7 9 0
Feed dryers	7 12 0	7 9 0
Silk reel repairers	7 9 6	7 6 6
Men engaged on char filters	7 9 6	7 6 6
Char kilmen	7 9 6	7 6 6
Oliver filtermen	7 9 6	7 6 6
Oil expeller men	7 9 6	7 6 6
Reels and cracker men	7 9 6	7 6 6
Neutralizer men	7 9 6	7 6 6
Drip room men	7 9 6	7 6 6
Maize receiving and cleaning operators	7 7 0	7 4 0
Sample men	7 7 0	7 4 0
Liquor presses	7 7 0	7 4 0
Feed press valve men	7 7 0	7 4 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	7 7 0	7 4 0
Flushing system men	7 7 0	7 4 0
Paddlers	7 7 0	7 4 0
Pumpmen	7 7 0	7 4 0
Starch-house kilnmen	7 7 0	7 4 0
Polly feed and/or oil meal baggers and sewers	7 7 0	7 4 0
Bulk cornflour baggers and sewers	7 7 0	7 4 0
Assistant operators on macerators	7 7 0	7 4 0
Yardmen	7 7 0	7 4 0
Women employed at scraping starch	4 0 9	3 19 3
Women employed on custard powder filling machines	4 0 9	3 19 3
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All other female adults	3 15 9	3 14 3
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	7 7 0	7 4 0
Man in charge of liquefying tallow	7 14 0	7 11 0
Assistant liquefying tallow	7 10 6	7 7 6
Operator of bleaching plant	7 9 0	7 6 6
Operator of pumps and/or blowers	7 7 0	7 4 0
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	7 18 6	7 15 6
Operator of filter presses and/or reagent-making plant	7 18 6	7 15 6
Operator of fatty acid stills	7 18 6	7 15 6
Stillman's assistant and/or pumpman	7 9 6	7 6 6
Cupboard runners	7 12 0	7 9 0
Press room ganger (or charge hand in press room)	7 18 6	7 15 6
Operator in charge of black acid presses	7 7 0	7 4 0
Operator of oliver filters	7 18 6	7 15 6
Pumpman	7 9 6	7 6 6
Storeman in oliene store	7 8 0	7 5 0
Vatmen treating stearine	7 12 0	7 9 0
Candle moulder—after 12 months' experience	7 12 0	7 9 0
Candle moulder with less than 12 months' experience	7 7 0	7 4 0
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Mtsso i.e., Meta-Silicate manufacture)	7 12 6	7 9 6
Soda crystal maker	7 12 0	7 9 0
Assistant soda crystal maker	7 7 0	7 4 0
Assistant soap maker	7 19 6	7 16 6
Soap pumpmen	7 12 0	7 9 0
Lye runner	7 7 0	7 4 0
Operator of power mixers and/or crutchers	7 12 0	7 9 0
Soap crutcher by hand	7 9 0	7 6 0
Soap cutting machinist	7 9 0	7 6 0
Head soap cutter by hand	7 9 0	7 6 0
Soap cutter by hand	7 4 6	7 1 6
Stampers by foot or hand	7 7 0	7 4 0
Operator of automatic stamping, wrapping, or packing machines	7 7 0	7 4 0
Operator of automatic soap dryers	7 7 0	7 4 0
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
Milling of Toilet Soap—		
Milling room foreman	7 12 6	7 9 6
Man in charge of, and actually milling soap	7 12 0	7 9 0
Soap miller	7 7 0	7 4 0
Mixing and/or blending toilet soap chips	7 7 0	7 4 0
Pulverising and/or dressing pulverized soap	7 7 0	7 4 0
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
Operator of power mixer and/or crutcher	7 12 0	7 9 0
Operator of soap powder mill	7 12 0	7 9 0
Truckers and assistants to operators of mixers, crutchers or mills	7 5 0	7 2 0
Leading hands—10s. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	7 18 6	7 15 6
Assistant operator of evaporators	7 9 6	7 6 6
Operator of glycerine stills	7 18 6	7 15 6
Men preparing charcoal for refining glycerine	7 9 6	7 6 6
Filter press hand	7 7 0	7 4 0
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	8 2 0	7 19 0
Mill hands as defined	7 14 6	7 11 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	7 9 0	7 6 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	7 19 6	7 16 6
Cooker, man in charge	7 17 0	7 14 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	7 9 6	7 6 6
Skillet and/or splint choppers	7 8 0	7 5 0
Paste makers	7 7 0	7 4 0
Wax mixers	7 7 0	7 4 0
Slitters	7 7 0	7 4 0
Gum grinders	7 7 0	7 4 0
Dogmen	7 7 0	7 4 0
Painting machines attendants (men)	7 7 0	7 4 0
Men operating two-way scorers	7 7 0	7 4 0
Leading hands—7s. 6d. per week additional		
All other male adults	7 2 0	6 19 0
All female adults	3 15 9	3 14 3
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	7 14 9	7 11 9
(ii) seven or more such persons	8 8 9	8 5 9
(b) Works singly	7 12 6	7 9 6
(c) Storemen and/or packers	7 8 0	7 5 0
<i>Hot Places.</i>		
Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—		
Employees stacking soda ash from lorry to stack		6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)		3d. Extra per hour
Employees carrying pulverized pumice or silicate		3d. Extra per hour
Employees cleaning evaporator tubes		6d. Extra per hour
Employees mixing Coocoe cleaner by present methods		9d. Extra per hour
Employees carrying bags in excess of 200 lbs.		6d. Extra per hour
Skimming tallow recovery pits		1½d. Extra per hour

Clauses, other than clause 2, of the said Determination shall remain in force.

