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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 May, 1948.

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

RAY. H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination made on the 9th December, 1947, and in force as from the beginning of the first pay period to commence after the 1st December, 1947, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O. Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	9 11 6	9 18 0	9 8 6
Electrical instrument maker and/or repairer (as defined)	9 2 6	9 9 0	8 19 6
Installation inspector and/or tender	8 11 6	8 18 0	8 8 6
Shift electrician	8 7 0	8 13 6	8 4 0
Refrigeration mechanic or serviceman	8 7 0	8 13 6	8 4 0
Electrician in charge of plant and/or installation	8 7 0	8 13 6	8 4 0
Electrical fitter and/or armature winder	8 7 0	8 13 6	8 4 0
Battery fitter	8 7 0	8 13 6	8 4 0
Cable joiner, on high tension (over 6,600 volts)	8 5 6	8 12 0	8 2 6
Cable joiner, on low tension (under 6,600 volts)	8 2 6	8 9 0	7 19 6
Cable joiner's mate	6 18 0	7 4 6	6 15 0
Electrical mechanic	8 7 0	8 13 6	8 4 0
Linesman	7 15 0	8 1 6	7 12 0
Linesman's assistant	6 18 0	7 4 6	6 15 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	7 15 0	8 1 6	7 12 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	7 0 6	7 7 0	6 17 6
Meter tester (1st grade)	7 14 0	8 0 6	7 11 0
Meter tester (2nd grade)	7 7 0	7 13 6	7 4 0
Meter fixer	7 7 0	7 13 6	7 4 0
Switchboard attendant	7 13 6	8 0 0	7 10 6
Battery attendant	6 19 0	7 5 6	6 16 0
Electrical fitter's and mechanic's assistant	6 18 0	7 4 6	6 15 0
Process worker	6 17 0	7 3 6	6 14 0
Employee not elsewhere classified	5 18 0	6 4 6	5 15 0
(b) Wet Battery Manufacturing.			
Plante assemble	7 7 0	7 13 6	7 4 0
Battery repairer (factory)	7 4 0	7 10 6	7 1 0
Mixing and pasting by hand	7 2 0	7 8 6	6 19 0
Charging and moulding of grids	7 2 0	7 8 6	6 19 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	7 1 0	7 7 6	6 18 0
Formation process	6 19 0	7 5 6	6 16 0
All others in this subdivision	6 17 0	7 3 6	6 14 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra ; more than ten and not more than twenty employees, 18s. per week extra ; more than twenty employees, 27s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra ; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

								s.	d.
Tradesmen	..	..	..	..	..	..	..	3	0
All other labour	..	..	..	..	..	..	..	2	0

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties ;
- (ii) the date of birth of the apprentice ;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship ;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound ;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated ;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent ;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged ;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void, and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.
Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Electrical mechanic,

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship shall be as follows:—

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

Adult Apprentices.

(g) 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.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and special loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(j) Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.

Four and Five-year Terms.

	Per Week.	Per Week.	Per Week.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	25	..	0 9	1 8 0	1 9 6	1 7 0
2nd year	33	1 0	1 0	1 18 0	2 0 0	1 17 0
3rd year	50	1 6	1 6	2 17 6	3 0 6	2 16 0
4th year	83	2 0	2 3	4 14 6	5 0 0	4 12 0
5th year	100 plus 6s.	2 0	3 0	6 0 0	6 6 6	5 17 0

Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.

1st year	29	..	0 9	1 12 6	1 14 0	1 11 6
2nd year	50	1 0	1 6	2 17 0	3 0 0	2 15 6
3rd year	83	2 0	2 3	4 14 6	5 0 0	4 12 0
4th year	100 plus 6s.	2 0	3 0	6 0 0	6 6 6	5 17 0

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.

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(m) An apprentice shall not work under any system of payment by results.

Lost Time.

(n) 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) An employer shall not, 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.

Attendance at Technical Schools.

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows :—

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	..	3 14 0	3 18 0	3 12 0
All others	75	3 0	..	4 4 6	4 9 6	4 2 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	2 4 6	2 7 0	2 3 6
18 years of age	47½	1 3	..	2 13 0	2 16 0	2 11 6
19 years of age	55	1 6	..	3 1 6	3 5 0	3 0 0
20 years of age	62½	2 0	..	3 10 0	3 14 0	3 8 0
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	2 0	1 9 6	1 11 6	1 9 0
16 years of age	35	0 9	3 0	2 2 0	2 4 0	2 1 0
17 years of age	47½	1 0	4 0	2 17 0	3 0 0	2 15 6
18 years of age	60	1 0	5 0	3 11 6	3 15 6	3 9 6
19 years of age	75	2 0	6 0	4 9 6	4 14 6	4 7 6
20 years of age	90	2 0	7 0	5 7 0	5 13 0	5 4 6

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) 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 under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee :

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Prohibited Occupations

(c) Junior employees shall not be employed :—

if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe.

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