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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 November, 1949.

Dated at Melbourne, this
24th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 864 of the 6th October, 1949, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
(All Sections other than Corrugated Board and Fibre Board Container Section.)		£ s. d.
1	Guillotine machine operator	8 8 6
2	Carton cutting and creasing forme setter	8 13 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	8 8 6
4	Combination tube and shell machinist	8 8 6
5	Employee operating international tube and shell machine	8 8 6
6	Laube box making machinist	8 8 6
7	Molins single shell creasing and gluing machinist	8 8 6
8	Employee operating automatic carton gluing machine	8 1 6
9	Employee operating scoring and double-folding automatic tube gluing machine	8 3 0
10	Twin or single die-scoring, cutting and printing slide machinist	8 1 6
11	Carton cylinder press machinist	8 11 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	8 8 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size	8 5 6
14	Two-way or double cutter and scorer machinist	8 1 6
15	One-way rotary cutter and scorer machinist	8 1 6
16	Gang slitting machinist	8 1 6
17	Mounting machinist	8 1 6
18	Cylindrical tube winding machinist	8 1 6
19	Cylindrical tube cutting machinist	8 1 6
20	Assistant to machinist on any machine in this section	7 10 0
21	Employee working any other kind of machine	7 18 0
22	Storeman	7 18 0
23	Packer and/or despatcher	7 18 0
24	Feeder on carton cylinder machine	7 10 0
25	Any other adult male	7 6 0
26	An employee working on a night shift for a week shall be paid 16s. extra. If he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued</i> .		
<i>Corrugated Board and Fibre Board Container Section.</i>		£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards ..	8 5 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine ..	8 5 6
3	Corrugated board machinist making one-faced boards ..	7 18 0
4	Corrugated board machinist's assistant ..	7 12 6
5	Fibre board (paster) machinist ..	8 5 6
6	Fibre board (paster) machinist's assistant ..	7 12 6
7	Corrugated board printing machinist ..	8 1 6
8	Corrugated board printing machinist's assistant ..	7 10 0
9	Fibre board printing machinist ..	8 1 6
10	Fibre board printing machinist's assistant ..	7 10 0
11	Corrugated board cutter and/or slotter ..	7 16 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment ..	7 18 6
13	Corrugated Board Slotter operating machine with printing attachment ..	7 16 6
14	Corrugated board sawyer ..	7 18 0
15	Corrugated board scorer and slitter ..	7 16 6
16	Corrugated board automatic scorer and slotter and slitter ..	7 16 6
17	Fibre board automatic scorer and slotter and slitter ..	7 16 6
18	Fibre board cutter and/or slotter and/or bender ..	7 16 6
19	Employee in charge of silicate dissolving plant ..	7 16 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work ..	7 14 0
21	Employee on dimpler machine ..	7 18 0
22	Employee engaged as assistant machinist or tailor-out or flier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender ..	7 8 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine ..	7 8 0
24	Corrugated board taping machinist ..	7 16 6
25	Employee working any other kind of machine ..	7 14 0
26	Power bale press machinist ..	7 8 0
27	Storeman ..	7 18 0
28	Packer and/or despatcher ..	7 18 0
29	Any other adult male ..	7 6 0
30	An employee working on a night shift for a week shall be paid 16s. extra. If he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES.		
<i>(Including non-adult females of at least five years' experience.)</i>		£ s. d.
1	Female head packer when employed as such ..	4 14 6
2	Packer ..	4 9 0
3	Female feeder employed on carton cylinder machine ..	4 12 0
4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material— (a) When covered with paper .. (b) When covered with cloth (cloth includes buckram, plush, silk, or similar material) ..	4 12 0 4 18 6
5	Female employee— (a) Controlling Stokes and Smith (or similar) covering machine .. (b) Controlling and/or setting up automatic carton gluing machine .. (c) Employed on any other machine used in cardboard box making, container making or carton making ..	4 14 6 4 14 6 4 10 6
6	Female carton maker, including puller out and stripper ..	4 9 0
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine ..	4 10 6
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines ..	4 10 6
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) .. (b) from nine to fifteen employees (both inclusive) .. (c) over fifteen employees ..	4 18 0 5 9 6 5 17 0
10	Female employee not otherwise specified ..	4 2 6

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

4.

	Third Column. Weekly Wage.
Where the work is performed by a male junior—	£ s. d.
(i) Under 15 years of age	1 11 9
(ii) Between 15 and 16 years of age	1 19 3
(iii) Between 16 and 17 years of age	2 11 0
(iv) Between 17 and 18 years of age	3 8 0
(v) Between 18 and 19 years of age	4 6 0
(vi) Between 19 and 20 years of age	5 4 3
(vii) Between 20 and 21 years of age	6 3 0
A junior working on a night shift for a week shall be paid 12s. extra.	
If he works less than a week he shall be paid <i>pro-rata</i> for the hours worked by him.	
Where the work is performed by a female junior—	
(i) First year's experience	1 11 6
(ii) Second year's experience	1 18 0
(iii) Third year's experience	2 8 3
(iv) Fourth year's experience	2 18 0
(v) Fifth year's experience	3 16 0

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following—"In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 62.7 for each full week worked on a *pro-rata* amount according to the time actually worked if less than a full week is worked."

