VICTORIA

GOVERNMENT GAZETTE.

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No. 1007] MONDAY, NOVEMBER 28. [1949

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.

ROOFING TILES BOARD

Clause 2 of the Determination published in *Government Gazette* No. 88 of the 16th February, 1949, shall be replaced by the following clause:—

2. (*a*) **(1) APPRENTICES OR IMPROVERS.**

MALES.

Wages per Week of 40 hours.

—	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults	31 3	1 3	2 3	34 9
15 years of age		36 3	1 6	2 9	40 6
16 " "		41 6	1 6	3 3	46 3
17 " "		49 9	1 9	3 9	55 3
18 " "		67 0	2 6	5 0	74 6
19 " "		78 9	3 0	6 0	87 9
20 " "		97 0	3 9	7 3	108 0

FEMALES.

Wages per Week of 40 hours.

—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s.	s. d.	s. d.	s. d.
Under 15 years of age	30 9	1 3	2 3	34 3
15 years of age	35 6	1 3	2 9	39 6
16 " "	40 6	1 6	3 0	45 0
17 " "	43 3	1 9	3 3	48 3
18 " "	49 0	1 9	3 9	54 6
19 " "	56 3	2 0	4 3	62 6
20 " "	62 0	2 3	4 9	69 0

No. 1007.—11313/49.—PRICE 3D.

(*b*) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (*a*) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

Apprentices.

(*c*) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

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

Improvers.

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

(ii) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	s.	*d.*
Burner	158	0
Burner's Assistant	154	0
Damperman and/or kiln cleaner	151	0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	163	0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	165	0
All other facemen	167	0
All other clayhole men (Employer to provide tools)	157	0
Drawer	157	0
Setter	161	0
Mouldmaker (including plaster die making)	161	0
Flower pot, or flower pot saucer throwers	161	0
Maker on press (screw or lever type)	157	0
Hand presser and moulder	161	0
Man digging and/or wheeling clay from a dump and/or levelling a dump	154	0
Crusher or grinding pan attendant	154	0
Loftman	154	0
Man sorting roofing tiles	154	0
Packer into rail trucks	154	0
Man feeding and/or taking off tile press	157	0
Tile feeder's assistant	151	0
Man carrying or wheeling into or out of kiln or to or away from kiln	154	0
Racker or wheeler who also racks	154	0
Other tile wheeler	151	0
Dresser or trimmer (dry tiles)	151	0
Waste-man or other unskilled man	151	0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	161	0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	154	0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	157	0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

VICTORIA

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No. 1008] MONDAY, NOVEMBER 28. [1949

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.

QUARRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 862 of the 6th October, 1949, shall be replaced by the following clause:—

2. (*a*)

*Apprentices.**

Wages Per Week.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
1st year	59 0	2 3	61 3
2nd year	70 3	2 6	72 9
3rd year	80 6	3 0	83 6

And thereafter the minimum wage.

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 157s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

*Improvers.**

Wages Per Week.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Carting and Driving—			
Under 18 years	109 9	4 0	113 9
18 and under 19 years ..	127 0	4 6	131 6
19 and under 20 years ..	138 3	5 0	143 3
20 and under 21 years ..	146 6	5 6	152 0
All other improvers—			
1st year	88 0	3 3	91 3
2nd year	92 6	3 3	95 9
3rd year	105 6	3 9	109 3
4th year	127 0	4 6	131 6

And thereafter the minimum wage.

PROPORTION (within any place).

(*a*) Where a working crane is in operation for the production of pitchers or building stone:—
One improver to every three or fraction of three workers receiving not less than 169s. 6d. per week.

(*b*) Where spall quarrying is carried on:—
One improver to every twenty or fraction of twenty workers receiving not less than 157s. per week.

No. 1008.—11315/49.—PRICE 3D.

(*b*) *Other Employees.* *

Day Shift.

Wages Per Week.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.
	s. d.	*s. d.*	*s. d.*	*s. d.*
Powder monkey †	178 6	6 0	184 6	4 $7^{7}/_{20}$
Assistant powder monkey ‡	162 9	6 0	168 9	4 $2\frac{5}{8}$
Hammerman	} 169 6	6 0	175 6	4 $4^{13}/_{20}$
Dresser of pitchers or cubes, or scabblers				
Spaller	159 0	6 0	165 0	4 $1\frac{1}{2}$
Faceman	163 6	6 0	169 6	4 $2^{17}/_{20}$
Feeder of a stone crushing machine	161 0	6 0	167 0	4 $2^{1}/_{10}$
Dust hole man	161 0	6 0	167 0	4 $2^{1}/_{10}$
Persons boring holes by hand or machine	159 0	6 0	165 0	4 $1\frac{1}{2}$
Borer's assistant	159 0	6 0	165 0	4 $1\frac{1}{2}$
Blacksmith	178 6	6 0	184 6	4 $7^{7}/_{20}$
Tool sharpener	162 0	6 0	168 0	4 $2\frac{5}{8}$
Loader	154 0	6 0	160 0	4 0
Carters or drivers driving—				
One horse	151 6	6 0	157 6	3 $11\frac{1}{4}$
Two horses	159 0	6 0	165 0	4 $1\frac{1}{2}$
Three horses	165 0	6 0	171 0	4 $3^{3}/_{10}$
Four or five horses	168 0	6 0	174 0	4 $4\frac{1}{2}$
And 6d. extra per day for each additional horse				
Drivers of motor vehicles of the following carrying capacity :—				
Not exceeding 25 cwt.	156 0	6 0	162 0	4 $0\frac{3}{8}$
Exceeding 25 cwt., but not exceeding 3 tons	157 3	6 0	163 3	4 $0^{29}/_{40}$
Exceeding 3 tons	164 9	6 0	170 9	4 $3^{9}/_{40}$
All others	151 0	6 0	157 0	3 $11^{1}/_{10}$

* See clause 3 *re* hours. † See clause 10 *re* definition. ‡ See clause 11 *re* definition.

When an employee is working in water to a depth of 2 inches or more, he shall, in addition to the ordinary rate of pay, receive 1s. 6d. extra per day or portion of a day whilst he is so employed.

The wages rates herein prescribed for a "Feeder of a stone crushing machine" and a "Dust hole man" were determined after due consideration had been given to the dirty and dusty conditions of the work.

(*c*) Employees on afternoon and/or night shift shall be paid at the appropriate rate prescribed in sub-clause (*b*) hereof plus 20 per cent.

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

By Authority: J. J. Gourley, Government Printer, Melbourne.

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No. 1009] TUESDAY, NOVEMBER 29. [1949

Factories and Shops Acts.

DETERMINATION OF THE HAIRDRESSERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Ladies' and/or Men's Hairdressing were proclaimed on 3rd December, 1941, as apprenticeship trades under the Apprenticeship Acts, for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid "to any person or persons or classes of persons wheresoever employed in the business of a Hairdresser or Barber, or Wig Maker, or other Workers of Hair," has made the following Determination, namely:—

On the 30th November, 1925, the powers of this Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed at—

(a) hair or scalp treatment;

(b) toilet work.

1. That as from the beginning of the first pay period to commence in November, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

(a) Outside the Metropolitan District as defined in the Factories and Shops Acts.

—	Wages per Week			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	23 0	19 6		
2nd year	30 6	26 9		
3rd year	46 0	38 3		
4th year—				
1st six months ..	61 9	53 9	126 6	76 6
2nd six months ..	61 9	61 9		
5th year—				
1st six months ..	76 6	61 9		
2nd six months ..	76 6	..		

(b) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 115s. 3d. per week. Provided that a male working employer shall be entitled to an apprentice.

In Places where both Men's and Ladies' Hairdressing is Carried Out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 115s. 3d. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists ..	.. 48s. per week of 40 hours.
Messengers ..	.. 18s. 9d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

No. 1009—11121/49.—PRICE 6D.

Other Employees.	Wages. Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, and Warrnambool; and the Town of Newtown and Chilwell.	Wages. All Other Parts of Victoria.
Men's Hairdressing Saloons.	s. d.	s. d.
	Per Week of 40 Hours.	Per Week of 40 Hours.
Chair workers (male or female)	169 0	159 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
Any Other Place.	Per Week of 40 Hours.	Per Week of 40 Hours.
Males engaged in—		
Children's haircutting	169 0	159 0
Ladies' haircutting	178 6	175 6
All other males	188 6	185 6
	Per Week of 20 Hours	Per Week of 20 Hours.
Female window models	184 6	179 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	129 0	126 0
Female receptionists	65 6	65 6
All other females	117 3	115 3

3. TIME OF BEGINNING AND ENDING WORK.

—	*Time of Beginning.* On Saturday.	*Time of Beginning.* On the other Working Days of the Week.	*Time of Ending.* On the day upon which the Half-holiday for Shops is observed.	*Time of Ending.* On the other Working Days of the Week. In Flinders-street, Spencer-street, Latrobe-street, and Spring-street, and within the Area enclosed by such streets in the city of Melbourne.	*Time of Ending.* On the other Working Days of the Week. In all other parts of Victoria.
(a) For persons engaged solely in hair or scalp treatment, toilet work or ladies' hairdressing	8.30 a.m.	9 a.m.	noon.	6 p.m.	6 p.m.
(b) For other persons ..	8 a.m.	8.30 a.m.	noon.	6 p.m.	6 p.m.

Provided that on any working day, no employee shall work or be permitted to work after the hour of 6.5 p.m. in any hairdressing saloon or other place in Flinders-street, Spencer-street, Latrobe-street, and Spring-street, and within the area enclosed by such streets in the City of Melbourne.

Provided further that no employee shall, on any day, work or be permitted to work before the time fixed in this clause for beginning work in any hairdressing saloon or other place within the metropolitan district as defined in the Factories and Shops Acts.

OVERTIME.

4. The rate of time and a half shall be paid for all work done—

(a) outside the hours fixed as the times of beginning and ending work, provided that treble time shall be paid for all work done before the hours fixed as hours of beginning work on any day;

(b) within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed as a week's work;

(c) in excess of four and a half hours on the day upon which the half-holiday for shops is observed, or eight and a half hours on any other working day of the week.

TERMS OF EMPLOYMENT.

5. (a) An employee shall be engaged on terms of either weekly or hourly hiring. Unless specifically engaged on terms of hourly hiring the terms shall be deemed to be those of weekly hiring.

(b) An employee on weekly hiring ready, available, and willing to work shall be paid the full weekly wage herein prescribed irrespective of the number of hours worked in any week, not exceeding the ordinary hours prescribed for a week's work.

(c) An employee on hourly hiring shall be paid:—

(i) For each hour worked up to one half the number of hours prescribed for a week's work, at the ordinary wages rate with an addition of fifty per centum in any week in which two or more Public Holidays occur, and at the ordinary wages rate with an addition of thirty-three and one-third per centum in any other week;

(ii) for each hour worked beyond the one half the number of hours prescribed for a week's work, at the ordinary wages rate up to but not exceeding the wages rate for an ordinary week's work;

(iii) notwithstanding anything contained in sub-clause (i), and (ii), at the rate of ordinary wages rate with an addition of fifty per centum if the number of hours worked in any week is less than thirteen hours;

(iv) if the time actually worked includes a fraction of an hour exceeding five minutes, for such fraction as for a full hour.

(*d*) An employee on hourly hiring who is required to work on any day shall be given a minimum number of hours work, or payment in lieu, for such day as follows—

(i) on the day on which the half-holiday is observed—three hours;

(ii) on any other day in the week—four hours.

The amount payable shall be at the appropriate rate as prescribed in sub-clause (*c*) hereof.

ALLOWANCES.

6. (*a*) *Within the Metropolitan District as defined in the Factories and Shops Acts.*—Every employer whose place of business is outside a radius of 6 miles from the General Post Office, Melbourne, shall pay to each employee who is engaged for less than one week's continuous work the fares necessarily expended by the employee in travelling between his home and the employer's place of business.

(*b*) *Outside the Metropolitan District as defined in the Factories and Shops Acts.*—Every employer shall pay the fares necessarily incurred by an employee in proceeding from his home to employment outside the Metropolitan District, and also the fares necessarily incurred by the employee in returning to his home at the termination of his employment with the employer. Provided that the employer shall not be required to pay the fare to his home of an employee who voluntarily leaves the service of the employer before he has completed a period of three months in such employment.

SPECIAL RATES.

7. (*a*) Double time shall be paid for all work done on Sundays, New Year's Day, Labour Day, Good Friday, Christmas Day, Australia Day, Easter Monday, King's Birthday, and Boxing Day, and, within the Metropolitan District as defined in the Factories and Shops Acts, for all work done on Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. In addition double time shall be paid for all work done on the 27th December when such day is a Saturday.

(*b*) Where a holiday prescribed in this clause occurs in any week an employee shall not be required to make up time lost through such holiday and for the purpose of computing overtime an employee shall be deemed to have worked the same number of hours as he ordinarily would have worked on such day.

UNIFORMS.

8. Any employee who is required by his employer to provide himself with a special uniform shall have refunded to him, by the employer, so much of the cost of same as exceeds 12s. 6d. per uniform. Such uniform shall become the property of the employee. The entire cost of special uniforms shall be borne by the employer where the employee is employed for a period of less than six months. Where change to special designs in uniforms is required, the employer shall bear the cost of same.

In cases where the employer arranges for the laundering of the uniform of any employee he shall be entitled to deduct from the wages of such employee the actual cost of such laundering not exceeding 9d. per week.

MEALS.

9. Meal breaks of not less than 60 consecutive minutes shall be allowed to each employee between the hours of 11.45 a.m. and 2 p.m., and between the hours of 4.15 p.m. and 7 p.m. Provided that in the case of any employee who ceases work not later than 6.5 p.m. on any day no second meal break shall be allowed on such day.

In any shop meals may be partaken of only in some room or place in which hairdressing or toilet work is not actually being carried on.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Five o'clock p.m. on Thursday shall be the day and latest hour for payment of wages.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

12. Any employee not attending for duty who has had not less than twelve months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time in each year of service.

TERMINATION OF EMPLOYMENT.

13. Except in a case where an employer or an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

In the case of an employee who has been engaged from week to week (whether for an ordinary week's work or for any definite period other than an ordinary week's work) for at least four weeks the expression "termination of employment" shall include any variation of the terms of his engagement whereby he is to work for a shorter period than that for which he was previously engaged. "A week's wages" shall mean the wages in respect of the weekly period for which he was previously engaged.

APPRENTICES AND IMPROVERS ON ELECTRICAL CURLING OR WAVING MACHINES.

14. Female apprentices and improvers shall not operate or assist in operating electrical curling or waving machines except in the presence of a person receiving not less than the minimum wage.

PREMIUMS OR BONUSES.

15. No person shall, either directly or indirectly, request any other person to pay or give or shall receive from any other person, any premium, bonus, consideration, or payment for employing or teaching or purporting to employ or teach any person subject to this Determination any of the callings to which the Determination applies.

TIME BOOK.

16. In a book provided for such purpose by the employer, every employee shall indelibly record and initial daily his or her correct times of beginning and ending work and the correct times of ceasing and commencing work before and after the meal breaks prescribed in clause 9 of this Determination. Such book shall be open for inspection by the Secretary, Assistant Secretary, or an accredited official of the Victorian Branch of the Australian Hairdressers', Wigmakers', and Hairworkers' Employees' Federation between the hours of 9 a.m. and 5 p.m. of any working day except Saturday at the employer's shop or other convenient place, provided that only one demand for each inspection shall be made at the same establishment in any calendar month. Such demand shall not be made unless the Secretary, Assistant Secretary, or accredited official of the said Federation suspects that a breach of this Determination has been committed.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18. Provided that the wages of apprentices, improvers, and females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable.)	Loading (Constant).	Total Basic Wage.	Index Number. Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	6 4 0	6 0	6 10 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1950, the amounts of the Basic Wage shall be as prescribed in clause 17.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 27th October, 1949.

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No. 1010] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY H. BEERS,
Secretary for Labour.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 32 of the 11th January, 1949, shall be replaced by the following clauses :—

2.

Adults.	Per Week of 40 Hours.		
	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.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—			
Bank pipe moulder—			
5 and 6 inch, headman	8 18 6	9 5 0	8 15 6
5 and 6 inch, footman	8 10 0	8 16 6	8 7 0
4 inch and under, headman	8 13 0	8 19 6	8 10 0
4 inch and under, footman	8 3 0	8 9 6	8 0 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	8 0 6	8 7 0	7 17 6
Dresser of pipes, including dresser on emery wheels	8 0 0	8 6 6	7 17 0

Adults.	Per Week of 40 Hours.		
	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.
Persons Employed in making Pipes by Machinery—	£ s. d.	£ s. d.	£ s. d.
Coremakers—			
5 and 6 inch, faucet	8 14 0	9 0 6	8 11 0
5 and 6 inch, spigot	8 3 0	8 9 6	8 0 0
4 inch and under, faucet	8 7 0	8 13 6	8 4 0
4 inch and under, spigot	7 19 0	8 5 6	7 16 0
Finishers and casters—			
5 and 6 inch	8 14 0	9 0 6	8 11 0
4 inch and under	8 7 0	8 13 6	8 4 0
Metal Moulding.			
Jobbing moulder and/or coremaker	9 2 0	9 8 6	8 19 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	7 18 0	8 4 6	7 15 0
2nd six months' experience	8 1 0	8 7 6	7 18 0
3rd six months' experience	8 4 0	8 10 6	8 1 0
Thereafter	8 9 0	8 15 6	8 6 0
Dresser and grinder (when using portable machine)	8 2 0	8 8 6	7 19 0
Dresser and grinder (other)	8 0 0	8 6 6	7 17 0
Furnaceman—cupola	8 7 0	8 13 6	8 4 0
Furnaceman—electric	8 6 0	8 12 6	8 3 0
Furnaceman—other	8 4 0	8 10 6	8 1 0
Assistant furnaceman	7 18 0	8 4 6	7 15 0
Loader and unloader of annealing furnace	7 18 0	8 4 6	7 15 0
Dresser, shot blast and sand blast—			
(*a*) who operates from outside a properly enclosed cabin	7 18 0	8 4 6	7 15 0
(*b*) other	8 8 0	8 14 6	8 5 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 18 0	8 4 6	7 15 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed :—

(i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
(ii) wheeling sand to moulders or core shop;
(iii) conveying metal either by hand runway or wheel bogie to moulders;
(iv) removing castings, runners, risers, scrap or pig;
(v) knocking out boxes and castings;
(vi) knocking off runners;
(vii) returning sand to moulders; and
(viii) cleaning up.

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.

3. APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided :—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

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

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) 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.

(*d*) Subject to the approval of the Wages Board, 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 Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions 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.

Proportion.

(*e*) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—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.

Adult Apprentices.

(*f*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years

Probationary Period.

(*g*) 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.

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

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Needs Basic Wage.	Constant Loading.	War 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.	All Other Parts of Victoria.
Four and Five-year Terms.						
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	25	..	0 9	1 11 6	1 13 6	1 11 0
2nd year	33	1 0	1 0	2 3 0	2 5 0	2 2 0
3rd year	50	1 6	1 6	3 5 0	3 8 0	3 3 6
4th year	83	2 0	2 3	5 7 0	5 12 6	5 4 6
5th year	100 plus 6s.	2 0	3 0	6 15 0	7 1 6	6 12 0
Four-year Terms—Apprentices commencing after the Age of 17 Years.						
1st year	29	..	0 9	1 16 6	1 18 6	1 16 0
2nd year	50	1 0	1 6	3 4 6	3 7 6	3 3 0
3rd year	83	2 0	2 3	5 7 0	5 12 6	5 4 6
4th year	100 plus 6s.	2 0	3 0	6 15 0	7 1 6	6 12 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.

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

Overtime and Shift Work.

(*j*) 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.

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

Lost Time.

(*l*) 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 on 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.

(*m*) 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.

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

Annual and Sick Leave.

(*o*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		s. d.	s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.							
Under three months' experience	65	3 0	..	6 0	4 9 6	4 14 0	4 7 6
All others	75	3 0	..	7 0	5 3 0	5 8 0	5 0 6
II.—Junior Females.							
17 years of age and under ..	40	1 0	..	3 6	2 14 0	2 16 6	2 13 0
18 years of age	47½	1 3	..	4 0	3 4 0	3 7 0	3 2 6
19 years of age	55	1 6	..	4 6	3 14 0	3 18 0	3 12 6
20 years of age	62½	2 0	..	5 0	4 4 6	4 8 6	4 2 6
III.—Junior Males.							
Under 16 years of age ..	25	0 6	1 0	2 0	1 14 6	1 16 0	1 13 6
16 years of age	33	0 9	1 9	2 6	2 6 0	2 8 0	2 5 0
17 years of age	60	1 0	3 0	5 0	4 3 6	4 7 6	4 1 6
18 years of age	75	2 0	4 0	6 0	5 5 0	5 10 0	5 2 6
19 years of age and over ..	90	2 6	4 6	7 0	6 5 6	6 11 6	6 3 0

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.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(*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 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 specified 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.

(*c*) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(*i*) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
(ii) Breaking up pig iron.

(*d*) Junior employees shall not be employed—

if under 18 years as furnacemen or assistants to furnacemen.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

[6525]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 1011] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

JEWELLERS BOARD

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 24 of the 11th January, 1949, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Classification.	£	s.	d.
Precious gem mounter	9	15	0
Setter of precious gems	9	15	0
Mounter—1st Class	9	2	0
Mounter—2nd Class	8	7	0
Drop hammer operator who sets dies and makes force	8	17	6
Drop hammer operator, other	7	14	0
Setter	8	12	6
Melter and alloyer	8	12	6
Lapper	8	12	6
Polisher	8	0	0
Assembler and solderer	8	0	0
Solderer, other	7	14	0
Die setter	7	16	0
Engine turner	7	12	0
Press operator	7	12	0
Process worker (as defined)	7	12	0
Carder	7	3	0
Pinner up	7	3	0
Other employees with not less than three months' experience in this industry	6	19	0
All others	6	13	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.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (*a*) 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.

No. 1011.—11185/49.—PRICE 3D.

Cancellation or Suspension of Indenture.

(*b*) Subject to the approval of the Wages Board, 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 Wages Board, 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.

Proportion.

(*c*) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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.

An employer may with the consent of the Wages Board 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.

(*d*) 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.

(*e*) 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.

(*f*) 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.

(*g*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the needs basic wage, and in addition thereto the constant and war 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.

(*h*) *Wages per Week of 40 Hours.*

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
Four and five-year terms—				
1st year	25	0 0	0 9	1 11 6
2nd year	33	1 0	1 0	2 3 0
3rd year	50	1 6	1 6	3 5 0
4th year	83	2 0	2 3	5 7 0
5th year	100 plus 6s.	2 0	3 0	6 15 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	29	0 0	0 9	1 16 6
2nd year	50	1 0	1 6	3 4 6
3rd year	83	2 0	2 3	5 7 0
4th year	100 plus 6s.	2 0	3 0	6 15 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.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(*l*) 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.

(*m*) 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.

Annual and Sick Leave.

(*n*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
		I.—Adult Females.		
Under three months' experience	65	3 0	6 0	4 9 6
All others	75	3 0	7 0	5 3 0
		II.—Junior Females.		
17 years of age and under	40	1 0	3 6	2 14 0
18 years of age	47½	1 3	4 0	3 4 0
19 years of age	55	1 6	4 6	3 14 0
20 years of age	62½	2 0	5 0	4 4 6
		III.—Junior Males.		
Under 16 years of age	25	0 6	2 0	1 13 6
16 years of age	35	0 9	3 0	2 7 0
17 years of age	47½	1 0	4 0	3 4 0
18 years of age	60	1 0	5 0	4 0 6
19 years of age	75	2 0	6 0	5 1 0
20 years of age	90	2 0	7 0	6 0 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 and further additional loading prescribed for such an employee.

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;

(ii) if under 18 years of age—
die setting on power presses.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

[6529]

VICTORIA
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No. 1012] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 68 of the 7th February, 1949, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Stamper who puts in die and makes force	177	6
Repairer	177	6
Maker-up	177	6
Spinner, 1st class	171	0
Spinner (other)	156	0
Die setter	156	0
Drop hammer stamper (other than one who puts in die and makes force)	154	0
Press operator (heavy)	154	0
Press operator (light)	152	0
Pickler	153	0
Hand blanker	152	0
Other employees with not less than three months' experience in the metal trades industry	139	0
All others	133	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.

No. 1012.—11319/49.—PRICE 3D

APPRENTICESHIP.

3. (*a*) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

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

Contract of Apprenticeship.

(*c*) 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 Indentures.

(*d*) Subject to the approval of the Wages Board 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 Wages Board circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions 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.

Proportion.

(*e*) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

(i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
(ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 133s. per week.

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.

Adult Apprentices.

(*f*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*g*) 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 apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*h*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(*i*) *Wages per Week of 40 hours.*

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	£ s. d
Four and five-year terms—				
1st year	25	0 0	0 9	1 11 6
2nd year	33	1 0	1 0	2 3 0
3rd year	50	1 6	1 6	3 5 0
4th year	83	2 0	2 3	5 7 0
5th year	100 plus 6s.	2 0	3 0	6 15 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	29	0 0	0 9	1 16 6
2nd year	50	1 0	1 6	3 4 6
3rd year	83	2 0	2 3	5 7 0
4th year	100 plus 6s.	2 0	3 0	6 15 0

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

Hours.

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

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen 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.

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

Lost Time.

(*m*) 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 on 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.

(*n*) 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.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows :—

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	s. d.	£ s. d.
I.—Adult Females.					
Under three months' experience ..	65	3 0	6 0	..	4 9 6
All others	75	3 0	7 0	..	5 3 0
II.—Junior Females.					
17 years of age and under	40	1 0	3 6	..	2 14 0
18 years of age	47½	1 3	4 0	..	3 4 0
19 years of age	55	1 6	4 6	..	3 14 0
20 years of age	62½	2 0	5 0	..	4 4 6
III.—Junior Males.					
Under 16 years of age	25	0 6	2 0	..	1 13 6
16 years of age	35	0 9	3 0	..	2 7 0
17 years of age	47½	1 0	4 0	..	3 4 0
18 years of age	60	1 0	5 0	..	4 0 6
19 years of age	75	2 0	6 0	..	5 1 0
20 years of age	90	2 0	7 0	..	6 0 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 :—

(i) 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, or

(ii) if under 18 years of age—
die setting on power presses.

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

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GOVERNMENT GAZETTE.

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No. 1013] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 812 of the 12th September, 1949, shall be replaced by the following clause:—

WAGES.

(A) Grand Opera, Grand Ballet, Concerts, or Religious Performances.

Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	14	0	0
(ii) Each performance additional to the week's work	2	1	9
(A3) Principals—			
(i) Week's work	12	0	0
(ii) Each performance additional to the week's work	1	16	0
(A4) Week's work for other performers	10	8	0
(A5) Each performance additional to week's work	1	11	5
(A6) Pianist playing alone	12	0	0
(A7) Each performance additional to week's work	1	16	0

(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 15s. 5d. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

	£	s.	d.
(A9) Leaders—each performance	2	11	2
(A10) Principals—each performance	2	2	6
(A11) Other performers—each performance	1	17	0
(A12) Pianist playing alone—each performance	2	2	6

(B) General Theatrical Entertainment, Inclusive of Pantomime, Variety Show, Vaudeville, Revue, Comic Opera, Musical Comedy, Drama, Burlesque, Minstrel Show, Circuses, and all Forms of Employment Whether Similar to any of the Foregoing or Otherwise, not Elsewhere Provided for in this Determination.

Weekly Employees.

(B1) For the purpose of this sub-clause B—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, or any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

No. 1013.—11320/49.—Price 3d.

	£	s.	d.
(B2) Week's work of six performances	8	12	6
(B3) Each performance additional to week's work	1	10	2
(B4) Week's work of twelve performances	12	7	6
(B5) For the first additional performance	1	6	4
For the second additional performance	1	11	3
For the third and each succeeding additional performance	2	1	0
(B6) Pianist playing alone—six performances	10	3	6
(B7) Each performance additional to week's work	1	15	4
(B8) Pianist playing alone—twelve performances	13	18	6
(B9) For the first additional performance	1	9	7
For the second additional performance	1	15	1
For the third and each succeeding additional performance	2	7	5

(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—8s. 3d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—11s. per hour with a minimum payment as for two hours.

Casual Employees.

	£	s.	d.
(B12) Each performance other than by pianist playing alone	1	15	6
(B13) Each performance by pianist playing alone	2	1	8

(C) Picture Shows.

Weekly Employees.

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(C2) Week's work of six performances	7	18	0
(C3) Each performance additional to week's work	1	7	9
(C4) Week's work of twelve performances	11	1	6
(C5) For the first additional performance	1	3	8
For the second additional performance	1	8	0
For the third and each succeeding additional performance	1	16	8
(C6) Pianist playing alone for six performances	9	9	0
(C7) Each performance additional to week's work	1	12	11
(C8) Pianist playing alone for twelve performances	12	12	6
(C9) For the first additional performance	1	7	0
For the second additional performance	1	12	0
For the third and each succeeding additional performance	2	2	4

(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—7s. 8d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—10s. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

	£	s.	d.
(C12) Each performance	1	12	7

(D) Stage Bands.

Weekly Employees.

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(D2) Week's work of six performances not to exceed 18 hours	6	13	0
(D3) Each performance additional to week's work	1	3	7
(D4) Week's work of six performances not to exceed 12 hours	4	10	8
(D5) Each performance additional to week's work	0	14	10

Casual Employees.

	£	s.	d.
(D6) Each performance of three hours	1	7	7
(D7) Each performance of two hours	0	17	6

(E) Brass and Reed Bands.

Casual Employees.

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours	1	3	7

(F) Cafes, Hotels, Restaurants, and Similar Places.

Weekly Employees.

	£	s.	d.
(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	5	5	8
(F2) Each performance additional to week's work	0	17	4
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	7	18	0
(F4) Each performance additional to week's work	0	13	7
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	7	13	0
(F6) Each performance additional to week's work	1	6	11

(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.

(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.

(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.

Casual Employees.

(F10) An employee employed under (F1) not exceeding two hours shall be paid	1	0	6
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	1	12	7
(F12) An employee employed under (F5) not exceeding three hours shall be paid	1	11	7

(G) Public Ballrooms, Cabarets, Balls, Dancing, and Dancing Classes.

Weekly Employees.

(G1) For the purpose of this sub-clause G—

A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G2) Week's work other than by pianist playing alone	8	5	0
(G3) Each performance additional to week's work	1	8	11
(G4) Week's work—pianist or other instrumentalist playing alone	9	7	0
(G5) Each performance additional to week's work	1	12	7

Casual Employees.

(G6) Each performance	1	14	0
(G7) Each performance—pianist or other instrumentalist playing alone	1	18	5

(H) Cabarets and Ballrooms.

Weekly Employees.

(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	15	5	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	11	15	6

Casual Employees.

(H3) Each performance not to exceed five hours	3	4	5
(H4) Each performance not to exceed four hours	2	10	6

(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 3s. 1d. for each fifteen minutes or portion thereof.

(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 2s. 11¼d. for each fifteen minutes or portion thereof.

(I) Coffee Lounges.

Weekly Employees.

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	10	17	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	10	12	2

Casual Employees.

(I3) Each performance not to exceed three hours	2	3	4

(J) Skating Rinks.

Weekly Employees.

(J1) For the purpose of this sub-clause J—

(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.

(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	7	18	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	1	7	9
(J4) Week's work of twelve long performances	11	1	6
(J5) For the first additional performance	1	3	8
For the second additional performance	1	8	0
For the third and each succeeding additional performance	1	16	8
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	8	18	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	0	15	3

Casual Employees.

(J8) Each performance	1	12	7

(K) Casual Employees Generally.

(i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.

(ii) Casual rates shall be adjustable.

(L) Organists.

(i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.

(ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) Addition to Prescribed Rate if Employee Plays One or More Extra Instruments.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	5	2
(ii) If four	extra	0	4	6
(iii) If five	extra	0	3	11
(iv) If six or more	extra	0	3	3
(v) If six or more—picture shows	extra	0	3	0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	3	2
(ii) If four	extra	0	2	9
(iii) If five	extra	0	2	5
(iv) If six or more	extra	0	2	0
(v) If six or more—picture shows	extra	0	1	9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	3	6
(ii) If four	extra	0	3	0
(iii) If five	extra	0	2	6
(iv) If six or more	extra	0	2	0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) Addition to Prescribed Rates for Performing, Outside Orchestra Pit or Well, Solos in Orchestra.

(N1) Where orchestra is required to perform on the stage in view of the audience—

		£	s.	d.
(i) For each musician, per performance	extra	0	3	3
(ii) Picture shows—for each musician per performance	extra	0	2	6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

		£	s.	d.
(i) For such musician, per performance	extra	0	3	11
(ii) Picture shows—for such musician, per performance	extra	0	3	0

(O) Rehearsals not Included by Option of Employer in a Week's Work in Lieu of a Performance.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—			
(i) Commencing before 3 p.m., not to exceed two hours	0	14	6
(ii) Commencing before 3 p.m., not to exceed three hours	1	1	0
(iii) Commencing at or after 3 p.m., not to exceed two hours	0	17	9
(iv) Commencing at or after 3 p.m., not to exceed three hours	1	7	11
(O2) In any other work—			
(i) Commencing before 3 p.m., not to exceed two hours	0	11	3
(ii) Commencing before 3 p.m., not to exceed three hours	0	14	6
(iii) Commencing at or after 3 p.m., not to exceed two hours	0	14	6
(iv) Commencing at or after 3 p.m., not to exceed three hours	1	1	0

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

Other Employees.

	£	s.	d.
(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	12	0	0
(ii) Weekly employee, for each hour over 30 in the week	0	8	0
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	9	6
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	10	3	6
(ii) Weekly employee, for each hour over 30 in the week	0	6	10
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	8	0

(P) Addition to Prescribed Rates Where Employee Supplies Music.

Weekly Employees.

		£	s.	d.
(P1) Employee required to supply music	extra	0	15	0

Casual Employees.

		£	s.	d.
(P2) Employee so required—per performance	extra	0	5	0

(Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows :—

Broadcasts from a Place of Entertainment.

		£	s.	d.
(i) Broadcast in one State only-per performance	extra	0	5	0
(ii) Relayed to one other State-per performance	extra	0	9	5
(iii) Relayed to two other States-per performance	extra	0	13	4
(iv) Relayed to three other States-per performance	extra	0	16	6
(v) Relayed to four other States-per performance	extra	0	19	2
(vi) Relayed to five other States-per performance	extra	1	1	3

(R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

(U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

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No. 1014] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY H. BEERS,
Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 883 of the 28th October, 1949, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees .. .. £9 17 0 per week of 40 hours.

JUNIORS.

3. (*a*) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
(i) under a contract of apprenticeship as hereinafter provided;
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
(iii) as a female improver.

(*b*) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.		Number of Improvers.
One or Two	One	or	One
Three or four	One	and	One
		or	
	Two	and	Nil
Five, six, or seven..	Two	and	Two
		or	
	Three	and	One
		or	
	Four	and	Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven		

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(*c*) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(*d*) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

No. 1014.—10853/49.—PRICE 3D.

(*e*) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

	£	s.	d.
(i) Five-year term—			
First year	2	5	3
Second year	3	0	3
Third year	4	2	3
Fourth year	5	9	3
Fifth year	7	6	0
(ii) Four-year term—			
First year	2	14	0
Second year	4	2	3
Third year	5	9	3
Fourth year	7	6	0

(*f*) *Wages of Improvers.*—The minimum weekly wages of improvers shall be :—

	£	s.	d.
First year	2	5	3
Second year	3	0	3
Third year	4	2	3
Fourth year	5	9	3
Fifth year	7	6	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(*g*) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(*h*) *Attendance at Approved Art Schools*—

(i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.

(ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.

(iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.

(iv) Until further order schools approved by the said Board shall be :—

Melbourne Technical College;
Swinburne Technical College, Glenferrie;
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(*i*) *Cancellation or Suspension of Indenture.*—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 provisions of this clause shall be null and void and of no force or effect.

(*j*) *Lost Time.*—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 on 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.

(*k*) *Prohibition of Premiums.*—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.

(*l*) *Overtime.*—An apprentice under the age of eighteen years shall not be required to work overtime unless he so desires.

(*m*) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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

By Authority: J. J. Gourley, Government Printer, Melbourne.

[6541]

VICTORIA
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No. 1015] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY H. BEERS.
Secretary for Labour.

KNITTING TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 62 of the 1st February, 1949, shall be replaced by the following clause :—

2. (*a*) JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
Age.	£ s. d.	*Age.*	£ s. d.
Under 16 years of age	2 4 6	Under 16 years of age	2 4 6
16 years of age	2 11 6	At 16 years of age	2 10 0
16½ years of age	2 16 0	At 16½ years of age	2 14 6
17 years of age	3 1 6	At 17 years of age	3 0 6
17½ years of age	3 7 6	At 17½ years of age	3 6 6
18 years of age	4 0 0	At 18 years of age	3 11 6
18½ years of age	4 8 6	At 18½ years of age	3 17 0
19 years of age	4 16 0	At 19 years of age	4 2 0
19½ years of age	5 8 6	At 19½ years of age	4 7 0
20 years of age	5 14 6	At 20 years of age	4 12 0
20½ years of age	6 1 0	At 20½ years of age	4 18 0

Until further order junior male employees engaged in the outer and under garment manufacturing section shall be paid 1s. per week in addition to the above-mentioned weekly rates as a special sectional allowance.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage.

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing department shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

(*b*) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(*c*) A junior female, after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

No. 1015.—11186/49.—PRICE 3D.

(d) OTHER EMPLOYEES.

—	Wages per Week of 40 Hours.
Adult Males.	£ s. d.
Mechanics on full-fashioned machines	8 5 0
Mechanics on all other machines	7 18 0
Operators of single unit full-fashioned machines	8 5 0
Operators of other full-fashioned machines (leggers and footers)—	
First year	7 18 0
Thereafter	8 5 0
Plierers	7 18 0
Welt turners and/or assistant operators on full-fashioned machines	7 8 0
Board and press hands	7 7 0
Electric machine cutters	7 12 0
Hand cutters	7 9 0
Warpers	7 7 0
Hand knitters on flat machines	7 8 0
Flat warp and circular machine operators	7 7 0
Millmen, scourers, bleachers, and shrinkers	7 5 0
Leading hand employed on dye machines or vats	7 10 0
All other employees in dye house operating and/or attending machines	7 5 0
All other machine operators and/or attendants	7 5 0
Warehousemen	7 2 0
Oilers and cleaners	7 2 0
Toppers	7 2 0
Recorders	7 2 0
Other dye or bleach house employees	6 16 0
Adult males not elsewhere specified	6 13 0

Adult Females.	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Electric machine cutters	5 0 0	5 10 0	6 2 0
Hand cutters	5 0 0	5 8 0	5 19 0
Trimmers	5 0 0	5 3 0	5 6 0
Hand knitters on flat machines	5 0 0	5 3 0	5 8 0
Linkers	5 0 0	5 3 0	5 8 0
Clockers	5 0 0	5 3 0	5 8 0
Menders on full fashioned hose	5 0 0	5 3 0	5 8 0
All other menders	5 0 0	5 3 0	5 6 0
Seamers, on full fashioned hose	5 0 0	5 3 0	5 8 0
Employees using Paramount or similar shapes	5 0 0	5 3 0	5 8 0
Seamers	5 0 0	5 3 0	5 8 0
Welters	5 0 0	5 3 0	5 8 0
Warpers	5 0 0	5 4 0	5 8 0
Operators of steam pressing machines, namely females employed on a steam pressing machine	5 5 0	5 10 0	5 17 0
Overlockers	5 0 0	5 3 0	5 8 0
Toppers	5 0 0	5 3 0	5 8 0
Flat lockers	5 0 0	5 3 0	5 8 0
Interlockers	5 0 0	5 3 0	5 8 0
Recorders	5 0 0	5 3 0	5 6 0
All other machine operators and/or attendants	5 0 0	5 3 0	5 6 0
Pressers or Ironers, namely females employed on any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	5 4 0	5 8 0	5 8 0
Examiners, folders, graders, pairers, sorters, parcellers, boxers, finishers, and Warehousewomen	5 0 0	5 3 0	5 6 0
All other adult females not elsewhere specified	5 0 0	5 0 0	5 0 0

Leading hands, other than those provided for above, shall be paid the appropriate rate plus the sum of 5s. per week.

Until further order all adult male employees engaged in the outer and under garment manufacturing section of the industry shall be paid 2s. per week in addition to the above-mentioned weekly rates as a special sectional allowance.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

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No. 1016] TUESDAY, NOVEMBER 29. [1949

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
21st day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 516 of the 9th June, 1949, shall be replaced by the following clause :—

2. WAGES.

Apprentices.							Improvers.						
—	Males.			Females.			—	Males.			Females.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.		Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	32 6	0 9	33 3	32 6	0 9	33 3	Under 16 years of age	34 9	0 9	35 6	29 9	0 6	30 3
2nd "	42 0	0 9	42 9	36 6	0 9	37 3	16 years of age	42 0	0 9	42 9	32 6	0 9	33 3
3rd "	53 9	1 0	54 9	42 0	0 9	42 9	17 " "	56 0	1 0	57 0	36 6	0 9	37 3
4th "	64 9	1 3	66 0	53 6	1 0	54 6	18 " "	76 0	1 6	77 6	43 0	0 9	43 9
5th "	77 0	1 6	78 6	65 6	1 3	66 9	19 " "	94 0	1 9	95 9	52 0	1 0	53 0
							20 " "	118 0	2 3	120 3	65 6	1 3	66 9

NUMBER (in any place).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.

Male Improvers.

One male improver to every three or fraction of three male workers receiving 149s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 89s. 6d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

No. 1016.—11190/49.—PRICE 3D.

Other Employees.	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
Males.			
(a) Employees in Warehouses.	s. d.	s. d.	s. d.
Foreman of any Department in which six or more workers are employed	177 0	3 0	180 0
Foreman of any Department in which three to five workers are employed	168 0	3 0	171 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	166 0	3 0	169 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	159 0	3 0	162 0
Drug Department employee who is required only to weigh and/or measure under supervision	153 0	3 0	156 0
Salesman in any Department under supervision	150 6	3 0	153 6
All others	146 0	3 0	149 0
(b) Employees (other than in Warehouses).			
(i) In Alkaloid Extraction Department.			
Foreman in charge of one or more persons	179 0	3 0	182 0
First assistant	161 0	3 0	164 0
Second assistant	155 0	3 0	158 0
(ii) In Alkaloid Refining Department.			
Person in charge of refining operations and records	169 0	3 0	172 0
Refinery operator purifying alkaloids	161 0	3 0	164 0
Refinery operator (other)	155 0	3 0	158 0
(iii) In Other Places.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	177 0	3 0	180 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	168 0	3 0	171 0
First Assistant where five or more workers are employed	160 0	3 0	163 0
Ether Stillman	158 0	3 0	161 0
Assistant engaged in any of the following processes under supervision:— (a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery; (b) Granulating; (c) Pill and Tablet Coating	153 0	3 0	156 0
All others	146 0	3 0	149 0
Females.			
Alkaloid Refining Department.			
Person in charge of refining operations and records	141 0	3 0	144 0
Person filling and wrapping	115 9	2 3	118 0
Other Places.			
Forewoman in charge of one to five workers	111 6	2 3	113 9
Forewoman in charge of six or more workers	116 0	2 3	118 3
Other adults	87 9	1 9	89 6

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

By Authority: J. J. Gourley, Government Printer, Melbourne.

VICTORIA

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No. 1017] **TUESDAY, NOVEMBER 29.** **[1949**

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
21st day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 706 of the 16th July, 1948, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.	s. d.
If under 16 years of age	61 0
16 and under 18 years of age ..	77 0
18 and under 19 years of age ..	95 0
19 and under 20 years of age ..	123 0
20 years of age, minimum rate for class of work done.	
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.	
PROPORTION.	
Apprentices.	
One apprentice to every three or fraction of three workers receiving not less than 148s. per week.	
Improvers.	
One improver to every three workers receiving not less than 148s. per week.	

Other Employees. —	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.
Winding and haulage engine-drivers—		
(*a*) If they sometimes or always raise or lower human beings	189 6	186 6
(*b*) If they do not raise or lower human beings	183 6	180 6
Winch drivers—		
(*a*) If working underground or on surface of mines, and they raise or lower human beings	169 6	166 6
(*b*) If working underground or on surface of mines, and they do not raise or lower human beings ..	165 0	162 0
(*c*) On dredges	165 0	162 0
Other drivers—		
(*a*) Attending to a steam engine with condenser attached	175 6	172 6
Attending to a steam engine without condenser	169 0	166 0
(*b*) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 b.h.p. or over ..	169 0	166 0
(ii) if under 50 b.h.p. ..	164 0	161 0
Motor Drivers or Attendants—		
On motors over 250 horse power ..	169 0	166 0
On motors 100 horse power to 250 horse power inclusive ..	161 0	158 0
On motors under 100 horse power ..	155 0	152 0
Fireman	159 0	156 0
Fireman—First class	164 0	161 0
Greasers	155 0	152 0
Engine cleaner	151 0	148 0
Boiler cleaner	151 0	148 0
Trimmer and/or Fuelman	151 0	148 0

No. 1017.—11194/49.—PRICE 3D.

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	s.	d.	
17 years of age	91	6	per week
18 " "	110	6	"
19 " "	122	6	"

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 148s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

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No. 1018] **TUESDAY, NOVEMBER 29.** **[1949**

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.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 315 of the 26th April, 1949, shall be replaced by the following clauses:—

2. (*a*) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 8 6	2 2 0	3 7 0
2nd " "	1 13 6	2 7 0	3 14 6
3rd " "	1 19 6	2 12 0	4 4 6
4th " "	2 4 6	2 19 6	4 14 6
5th " "	2 19 6	3 7 0	..
6th " "	3 9 6	3 14 6	..
7th " "	4 18 0	4 4 6	..
8th " "	5 14 0	4 14 6	..
9th " "	*6 8 0	..	..
10th " "	6 12 6	..	..

And thereafter the minimum weekly wage or piecework price.

—	Male Juveniles.
	£ s. d.
16 years of age	2 2 0
17 " "	2 17 0
18 " "	3 17 0
19 " "	5 16 6
20 " "	6 9 0

And thereafter the minimum weekly wage or piecework price.

No. 1018.—11344/49.—PRICE 3D.

(*b*) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

3. *Other Persons except Apprentices, Improvers, and Juvenile Workers.*

—	Males.	Females.
	£ s. d.	£ s. d.
(*a*) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	9 16 0	9 16 0
(*b*) Tailors, namely, journeymen employed repairing and/or altering garments	9 2 0	..
(*c*) Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions	8 9 0	..
(*d*) Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine	8 9 0	..
(*e*) Spotters	7 19 0	..
(*f*) All other cleaners or finishers	7 11 0	..
(*g*) Hat blockers employed blocking hats	8 4 0	..
(*h*) All others	6 16 0	..
Journeywomen.		
(*i*) Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted, or similar material	..	8 9 0
(*j*) Pressers, employed pressing-off any part of male outer garments	..	8 9 0
(*k*) Pressers, employed pressing any article using an iron exceeding 9 lb. in weight	..	8 9 0
(*l*) Pressers employed pressing any article using an iron not exceeding 9 lb. in weight	..	5 16 0
(*m*) Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine	..	8 9 0
(*n*) Other dry cleaners	..	5 10 0
(*o*) Spotters	..	5 16 0
(*p*) Wet cleaners, glove-cleaners or steamers	..	5 10 0
(*q*) Repairers, employed repairing articles of all descriptions	..	5 12 0
(*r*) Receivers or despatches	..	5 10 0
(*s*) Feather dressers and hat trimmers	..	5 10 0
(*t*) All others	..	5 2 0

NOTE.—Industry loadings of 5s. in classifications (*a*) to (*k*) inclusive and classification (*m*) and 3s. 9d. in the remaining classifications are included in the above rates and shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

[6549]

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No. 1019] **TUESDAY, NOVEMBER 29.** **[1949.**

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.

PROCESS ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 816 of the 15th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Apprentices.

The wages and conditions of apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.

Male Juniors, not being Apprentices, and Female Juniors.

Male.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage Payable.
	%	s. d.	s. d.	£ s. d.
Under 15 years of age	22	0 6	3 9	1 11 9
Between 15 and 16 years of age ..	28	0 6	4 3	1 19 3
Between 16 and 17 years of age ..	35	1 0	6 6	2 11 0
Between 17 and 18 years of age ..	48	1 0	7 6	3 8 0
Between 18 and 19 years of age ..	60	1 6	10 0	4 6 0
Between 19 and 20 years of age ..	72	2 0	12 9	5 4 3
Between 20 and 21 years of age ..	85	2 0	15 6	6 3 0

A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week, he shall be paid *pro rata* for the hours worked by him.

Female.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage Payable.
	%	s. d.	s. d.	£ s. d.
First year's experience	22	0 6	3 6	1 11 6
Second year's experience	26	0 6	5 6	1 18 0
Third year's experience	32	1 0	7 9	2 8 3
Fourth year's experience	38	1 0	10 0	2 18 0
Fifth year's experience	50	1 6	12 6	3 16 0

And thereafter the minimum wage prescribed for females for the class of work which she is doing.

A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 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.

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.

(b) Other Employees.

Male.	Per Week. £ s. d.
(i) Photo Engraving—	
(a) Artist and/or designer	9 14 6
(b) Camera operator	9 14 6
(c) Half-tone etcher	9 14 6
(d) Line etcher	9 10 0
(e) Photo imposer	9 10 0
(f) Engraver	9 10 0
(g) Router and/or mounter and/or proofer ..	9 8 0
(ii) Photo Lithography—	
(a) Artist and/or designer	9 14 6
(b) Camera operator	9 14 6
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	9 10 0
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	7 18 0
(iii) Photogravure—	
(a) Artist and/or designer	9 14 6
(b) Camera operator	9 14 6
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher	9 14 6
(iv) Any other adult male	7 6 0

An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Female.	Per Week. £ s. d.
A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) from 3 to 8 employees (both inclusive) ..	4 18 0
(b) from 9 to 15 employees (both inclusive) ..	5 9 6
(c) over 15 employees..	5 17 0
Female employee not otherwise specified	4 2 6

Female to be Paid Male Rate.

Where a female is employed to do any work specifically named or described or of the class mentioned in the classification for a male, 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 (other than the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c),) which, at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed; provided further that this clause shall not apply to any individual employee in respect of the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c), which, at 22nd February, 1942, was being done by her.

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

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No. 1020] TUESDAY, NOVEMBER 29. [1949

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 21st day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

COUNTRY PRINTERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 71 of 7th February, 1949, shall be replaced by the following clause:—

2. TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades. A*. £ s. d.	Weekly Wage—Grades. B*. £ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	9 8 0	9 5 0
A2	Probationary machine compositor—		
	(a) For a first period of six months' probation	8 17 6	8 14 6
	(b) For a second period of six months' probation	9 1 0	8 18 0
	(c) Thereafter the rate for a machine compositor	9 8 0	9 5 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	9 8 0	9 5 0
A4	Proof reader and/or reviser—		
	(a) In newspaper and commercial printing offices	9 1 0	8 18 0
	(b) Commercial printing only	9 1 0	8 18 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine	8 17 6	8 14 6
A6	Hand compositor		
A7	Slugger		
A8	Bulk hand		
A9	Stonehand		
A10	Electrotyper		
A11	Stereotyper		
A12	Letterpress Machinist		
A13	Machinist working a flat-bed machine printing from a reel		
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman	8 17 6	8 14 6
A15	Stone and/or plate preparer	7 9 0	7 6 0
A16	Ink grinder and/or varnisher	7 4 0	7 1 0
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	8 17 6	8 14 6
A18	Marbler	8 17 6	8 14 6
A19	Hand Indexer	8 17 6	..
A20	Finisher	8 17 6	..
A21	Pocket-book maker	8 17 6	..
A22	Loose-sheet cover maker	8 17 6	..
A23	Ticket maker, turned in work	8 17 6	..
A24	Blotting-pad maker	8 17 6	..
A25	Portfolio maker	8 17 6	..
A26	Map and plan mounter and/or varnisher	8 17 6	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	8 17 6	8 14 6
A28	Guillotine machine operator		
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereos, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	9 8 0	9 5 0
A30	Feeder of any kind of machine	7 3 0	..
A31	Storeman, packer and/or despatcher	7 9 0	..
A32	Male employee not otherwise specified	6 17 0	6 14 0

* See Clause 8 for definition of grades.

No. 1020.—11537/49.—PRICE 3D.

Adult Females.

TABLE B.

		Per week. £ s. d.
B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	4 9 0
B2	Female employee not otherwise specified	3 13 0

Female Supervisors.

		Per week. £ s. d.
B3	Female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) Up to 8 employees	4 11 0
	(b) From 9 to 15 employees (both inclusive)	5 0 0
	(c) Over 15 employees	5 6 0

TABLE C.

Male Juniors in all Sections.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	—	Percentage of Needs Basic Wage.	Constant Loading. s. d.	Additional Amounts. s. d.	Total Wage. Per week. £ s. d.
C1	Under 15 years of age ..	22	0 6	2 6	1 10 6
C2	Between 15 and 16 years of age	28	0 6	2 6	1 17 6
C3	Between 16 and 17 years of age	35	1 0	4 6	2 9 0
C4	Between 17 and 18 years of age	48	1 0	4 6	3 5 0
C5	Between 18 and 19 years of age	60	1 6	6 6	4 2 6
C6	Between 19 and 20 years of age	72	2 0	8 6	5 0 0
C7	Between 20 and 21 years of age	85	2 0	10 6	5 18 0

TABLE D.

Apprentices.

Where the work is performed by a male apprentice:—

	—	Percentage of Needs Basic Wage.	Constant Loading. s. d.	Additional Amounts. s. d.	Total Wage. Per week. £ s. d.
D1	First year	22	0 6	3 0	1 11 0
D2	Second year	28	0 6	6 6	2 1 6
D3	Third year	35	1 0	9 6	2 14 0
D4	Fourth year	48	1 0	12 6	3 13 0
D5	Fifth year	60	1 6	16 0	4 12 0
D6	Sixth year	85	2 0	19 0	6 6 6

Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

TABLE E.

Female Juniors in all Sections.

Where the work is performed by a female employee under the age of 21 years:—

	—	Percentage of Needs Basic Wage.	Constant Loading. s. d.	Additional Amounts. s. d.	Total Wage. Per week. £ s. d.
E1	First year's experience ..	22	0 6	2 6	1 10 6
E2	Second year's experience ..	26	0 6	4 6	1 17 0
E3	Third year's experience ..	32	1 0	6 6	2 7 0
E4	Fourth year's experience ..	38	1 0	8 6	2 16 6
E5	Fifth year's experience ..	50	1 6	10 6	3 14 0
E6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.				

In the above provisions E1 to E6 "experience" means experience in 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 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 clause 2, of the said Determination shall remain in force except that in clause 1 of Schedule "A" the words "a pieceworker shall be paid 57s. if a day worker, or 61s. if a night worker, for each full week worked" shall be altered to read "a pieceworker shall be paid 68s. if a day worker, or 71s. if a night worker, for each full week worked".

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No. 1021] TUESDAY, NOVEMBER 29. [1949

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.

NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 867 of the 11th October, 1949, shall be replaced by the following clause :—

2.

Apprentices or Improvers.			Other Employees.	
Wages.	Per Week of 40 Hours.		Wages.	Per Week of 40 Hours.
	Males.	Females.		
	s. d.	s. d.		s. d.
15 years of age or under ..	28 6	28 3	Propagators in charge of one or more employees working under glass	166 0
16 years of age	36 3	30 6	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	155 6
17 years of age	50 9	44 0	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	94 3
18 years of age	70 0	60 3	Nursery labourers	139 0
19 years of age	83 3	75 3		
20 years of age	114 0	87 9		

PROPORTION.

Apprentices.

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

Improvers.

One improver to every three or fraction of three workers receiving not less than 139s. per week of 40 hours.

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

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