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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1949.

Dated at Melbourne, this  
21st day of November, 1949.

RAY H. BEERS,  
Secretary for Labour.

### PROVINCIAL PRINTERS BOARD.

Of the Determination published in *Government Gazette* No. 197 of the 27th May, 1942, clauses (1), (2), and (3) of Part I. and clauses (1), (2), and (3) of Part II. shall be replaced by the following clauses:—

(1) PART I.—DAILY NEWSPAPER OFFICES ONLY.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column Weekly Wage.
TABLE "A."—ADULT MALES.		
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)	£ s. d. 7 18 0
A2.	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	7 9 0 7 12 0 7 18 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 ems 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 a workmanlike manner shall be paid .. .. .	7 18 0
A4.	Proof reader .. .. .	7 12 0
A5.	Proof reader and reviser .. .. .	7 12 0
A6.	Proof reader's assistant .. .. .	6 5 0
A7.	Hand compositor .. .. .	7 9 0
A8.	Sluggier .. .. .	7 9 0
A9.	Bulk hand .. .. .	7 9 0
A10.	Stone hand .. .. . (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	7 12 0
A11.	(An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone hand any class of work in the composing room, including reading.)	
A12.	Stereotyper .. .. .	7 9 0
A13.	Stereotyper's assistant .. .. .	6 17 0
A14.	Rotary machinist or rotary machine minder .. .. .	7 15 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily .. .. .	7 0 0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening .. .. .	6 11 0
A17.	Machinist working a flat bed machine printing from a reel .. .. .	7 9 0
A18.	Publishing employee .. .. .	6 14 0
A19.	(a) Working mechanic of slug-casting machine, if in charge .. .. . (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic .. .. .	7 9 0 7 5 0
A20.	Cleaner of slug-casting machine .. .. .	6 5 0
A21.	Galley puller .. .. .	6 5 0
A22.	Storeman .. .. .	6 8 0
A23.	Male employee not otherwise specified .. .. .	6 2 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLE "B."—ADULT FEMALES.</b>		
		<b>£ s. d.</b>
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, 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 .. .. .	3 13 6
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) Up to eight employees .. .. .	3 15 6
	(b) From nine to fifteen employees (both inclusive) .. .. .	4 3 0
	(c) Over fifteen employees .. .. .	4 9 0
B3.	Female employee not otherwise specified .. .. .	3 3 6

NOTE.—See clause 28 (g) re additional rate to be paid to any person employed in bronzing by hand, or dusting-off by hand.

(2) 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 Table "A" of this Part, which is not specifically named or described in Table "B" of this Part, she shall be paid the rate which is prescribed for the male.

(3) RATES FOR JUNIORS AND APPRENTICES.

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

	Per Week.
	£ s. d.
1. Under 15 years of age .. .. .	1 6 0
2. Between 15 and 16 years of age .. .. .	1 13 6
3. Between 16 and 17 years of age .. .. .	2 2 0
4. Between 17 and 18 years of age .. .. .	2 17 0
5. Between 18 and 19 years of age .. .. .	3 12 0
6. Between 19 and 20 years of age .. .. .	4 6 0
7. Between 20 and 21 years of age .. .. .	5 1 6

Where the work is performed by a male apprentice:—

	Per Week.
	£ s. d.
8. First year .. .. .	1 6 0
9. Second year .. .. .	1 13 6
10. Third year .. .. .	2 2 0
11. Fourth year .. .. .	2 17 0
12. Fifth year .. .. .	3 12 0
13. Sixth year .. .. .	5 1 6

14. A junior or an apprentice working on a night shift for a week shall be paid 4s. 6d. 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.

15. 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.

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

	Per Week.
	£ s. d.
1. First year's experience .. .. .	1 6 0
2. Second year's experience .. .. .	1 11 0
3. Third year's experience .. .. .	1 18 6
4. Fourth year's experience .. .. .	2 5 6
5. Fifth year's experience .. .. .	3 0 0

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

7. In the above provisions as to work performed by females, "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 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.

(1) PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLE "A"—ADULT MALES.</b>		
		<b>£ s. d.</b>
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	8 4 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation .. .. .	7 15 0
	(b) For a second period of six months' probation .. .. .	7 18 0
	(c) Thereafter the rate for a machine compositor .. .. .	8 4 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid .. .. .	8 4 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine .. .. .	7 15 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	7 0 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine .. .. .	7 15 0

PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES—*continued.*

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLE "A."—ADULT MALES—<i>continued.</i></b>		
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	7 0 6
8	Proof reader and/or reviser	7 18 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	7 15 0
10	Electrotypewriter (which shall include an employee preparing Lead for Matrix Moulding purposes)	7 15 0
11	Stereotyper	7 15 0
12	Letterpress machinist	7 15 0
13	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	7 15 0
14	Railway ticket printer—single machine	7 4 6
15	Railway ticket printer—multiple machine	7 6 6
16	Machinist working a flat-bed machine printing from a reel	7 15 0
17	Rotary machinist	7 15 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	7 2 6
19	Collapse tube printing machinist	7 15 0
20	Universal process machine operator	7 15 0
21	Lithographic and/or photo-lithographic artist and/or designer	8 0 6
22	Photo-lithographic camera operator	8 3 3
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	6 14 0
24	Lithographic pressman, and/or lithographic manual or mechanical transerrer; and/or photo-lithographic metal plate coater; and/or photo-lithographic photo composer; and/or contact printer-down on lithographic metal plate; and/or lithographic machinist, including lithographic tin printer	7 15 0
25	Gravure machinist	7 15 0
26	Bookbinder	7 15 0
27	Marbler	7 15 0
28	Hand indexer	7 15 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	7 15 0
30	Finisher	7 15 0
31	Pocket-book maker	7 15 0
32	Ticket-maker, turned-in work	7 15 0
33	Blotting pad maker	7 15 0
34	Portfolio maker	7 15 0
35	Person engaged in sawing and/or rolling books	7 15 0
36	Loose sheet cover maker	7 15 0
37	Edge gilder	7 15 0
38	Leather cutter	7 15 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	6 17 0
40	Map and plan moulder and/or varnisher	7 15 0
41	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	7 15 0
42	Guillotine machine operator	7 15 0
43	Employee operating a milk bottle wad-making machine	7 0 0
44	Waxer	6 18 0
45	Sheet Varnishing and/or sheet gumming machinist	6 14 0
46	Rotary reel gumming machinist	6 17 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	6 11 0
48	Printing ink mixer and/or maker	6 12 0
49	Bronzing machine operator	6 14 0
50	Roller maker	6 12 0
51	Feeder on any kind of machine	6 8 0
52	Storeman	6 14 0
53	Packer and/or despatcher	6 14 0
54	Any other adult male	6 5 0
55	An employee 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 <i>pro rata</i> for the hours worked by him.	

**TABLE "B."—ADULT FEMALES.**

(Including Non-Adult Females of at least five years' experience.)

1	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, 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	7 15 0
2	Female head packer when employed as such	3 18 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together	3 18 6
	(b) When engaged on work which does not exceed both the measurements above mentioned	3 17 6

ADULT FEMALES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
		£ s. d.
4	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 16 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 17 6
6	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 16 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	3 16 6
8	Female copy holder	3 16 6
9	Female Embosser	3 17 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 15 6
11	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) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	4 0 6 4 8 0 4 14 0
12	Female employees not otherwise specified	3 8 6

NOTE.—See clause 30 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	1 7 0
2. Between 15 and 16 years of age	1 14 0
3. " 16 " 17 "	2 3 0
4. " 17 " 18 "	2 18 0
5. " 18 " 19 "	3 13 0
6. " 19 " 20 "	4 8 0
7. " 20 " 21 "	5 3 6

Where the work is performed by a male apprentice—

8. First year	1 7 0
9. Second year	1 15 0
10. Third year	2 4 6
11. Fourth year	3 0 6
12. Fifth year	3 16 0
13. Sixth year	5 6 6

14. A junior working on a night shift for a week shall be paid 9s. 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.

15. 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.

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	1 7 0
2. Second year's experience	1 12 0
3. Third year's experience	2 0 0
4. Fourth year's experience	2 7 6
5. Fifth year's experience	3 2 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	

The following clauses of the Determination as published in *Government Gazette* No. 197 of the 27th May, 1942, shall remain in force:—

Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 4s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 36s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 36s. 2d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."