



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1064]

WEDNESDAY, NOVEMBER 30.

[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.

FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 304 of the 11th April, 1949, shall be replaced by the following clauses:—

(a) APPRENTICES AND IMPROVERS.

2. RATES PER WEEK OF 40 HOURS.

Experience.	Males.	Females.	Females 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 six months	1 13 6	2 7 0	3 14 6
3rd six months	1 19 6	2 12 0	4 4 6
4th six months	2 4 6	2 19 6	4 14 6
5th six months	2 19 6	3 7 0	..
6th six months	3 9 6	3 14 6	..
7th six months	4 18 0	4 4 6	..
8th six months	5 14 0	4 14 6	..
9th six months	6 8 0	..	..
10th six months	6 12 6	..	..

and thereafter the minimum wage or piecework price.

(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.

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.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

											Wages Per Week.		
											£ s. d.		
JOURNEYMEN.													
(a) Cutters	..	..	..	..	..	..	..	..	..	..	9	6	0
(b) Nailers or blockers	..	..	..	..	..	..	..	..	..	..	7	19	0
(c) All others	..	..	..	..	..	..	..	..	..	..	6	16	0
JOURNEYWOMEN.													
(d) Machinists	..	..	..	..	..	..	..	..	..	..	5	14	6
(e) Finishers	..	..	..	..	..	..	..	..	..	..	5	14	6
(f) Table hands	..	..	..	..	..	..	..	..	..	..	5	14	6
(g) All others	..	..	..	..	..	..	..	..	..	..	5	2	0

NOTE.—Industry loadings of 5s. in classifications (a) to (c) inclusive and 3s. 9d. in classifications (d) to (g) inclusive 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.



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1065]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses, 2 (A), 2 (B) and 2 (C), of the Determination published in *Government Gazette* No. 885 of the 31st October, 1949, shall be replaced by the following clauses:—

2. (A) **EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).**

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	12 5 9	6 0	12 11 9
Slaughterman	11 12 0	6 0	11 18 0
Head and Feet Boners	9 6 6	3 0	9 9 6
Scalders	9 6 6	3 0	9 9 6
Meat Lumpers	9 3 0	3 0	9 6 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	8 19 0	3 0	9 2 0
General labourers	8 16 0	3 0	8 19 0

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
<i>Division B.—Retail Shops.</i>			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	9 2 6	9 9 0	9 1 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	9 2 6	9 9 0	9 1 6
Whilst employed on other work			
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	9 7 0	9 13 6	9 6 0
<i>Definition</i> :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	9 1 0	9 7 6	9 0 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	8 15 0	9 1 6	8 14 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	8 12 0	8 18 6	8 11 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	8 14 6	9 1 0	8 13 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	7 19 0	8 5 6	7 18 0
All others	7 17 0	8 3 6	7 16 0
<i>Definition</i> :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
<i>Division C.—Small Goods Section.</i>			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	9 2 6	9 9 0	9 1 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	9 2 6	9 9 0	9 1 6
Whilst employed on other work			
Men employed principally on mixing machines and/or responsible for making of small goods	9 0 0	9 6 6	8 19 0
Fillermen	8 10 6	8 17 0	8 9 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	8 14 6	9 1 0	8 13 6
Packing-room hands	8 4 6	8 11 0	8 3 6
Linkers and table hands	8 3 6	8 10 0	8 2 6
All others	7 17 0	8 3 6	7 16 6
<i>Division D.—Carters and Drivers Employed in or in Connection with Abattoirs or Meat Markets.</i>			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	8 18 6	9 6 6	8 15 0
Exceeding 25 cwt. but not exceeding 3 tons capacity	9 3 6	9 11 6	9 0 0
Exceeding 3 tons capacity	9 8 6	9 16 6	9 5 0
Horse Drivers—			
One horse	8 15 6	9 3 6	8 12 0
Two horses	8 18 6	9 6 6	8 15 0
Three horses	9 1 6	9 9 0	8 17 6
Head stableman (if more than one employed)	8 13 0	9 1 0	8 10 6
Other stablemen or grooms	8 8 0	8 16 0	8 4 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers, who, during the day, are engaged in carting blood manure or offensive offal			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
(1) Drivers of motor vehicles—	£ s. d.	£ s. d.	£ s. d.
(i) not exceeding 25 cwt. capacity	8 2 0	8 8 6	8 1 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	8 6 0	8 12 6	8 5 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	8 9 0	8 15 6	8 8 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	7 17 0	8 3 6	7 16 0
(ii) two horses	8 2 0	8 8 6	8 1 0
(iii) three horses	8 5 0	8 11 6	8 4 0
(iv) four horses	8 7 0	8 13 6	8 6 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.		Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.	
	Weekly Wage.		Weekly Wage.
	£ s. d.		£ s. d.
1st year's experience	3 19 6	Under 18 years	5 6 6
2nd year's experience	4 15 6	18 years and under 19 years	6 6 6
3rd year's experience	5 10 0	19 years and under 20 years	6 18 6
4th year's experience	7 6 0	20 years	Minimum Wage
5th year's	Minimum Wage		

<p>PROPORTION (BY ANY EMPLOYER).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.</p> <p><i>Improvers.</i></p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>	<p>No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.</p> <p>No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.</p> <p>PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to every five drivers receiving not less than the minimum wage.</p>
---	--

2. (C) APPRENTICES NOT ELSEWHERE INCLUDED.

	Rate.	Loading (Constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	2 0 0	2 0	1 0	2 3 0
Second year	2 13 6	2 0	1 6	2 17 0
Third year	3 18 6	4 0	2 0	4 4 6
Fourth year	5 1 6	5 0	2 6	5 9 0
Fifth year	6 12 0	5 6	3 0	7 0 6
<i>Four-year Term</i>				
First year	2 7 0	2 0	1 0	2 10 0
Second year	3 7 0	3 0	1 6	3 11 6
Third year	5 1 6	5 0	2 6	5 9 0
Fourth year	6 12 0	5 6	3 0	7 0 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

Saving.

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year: Breaking up hindquarter of beef and hanging same and boning.

During the third year: Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years: Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year: Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year: Grounding; backing off; sawing down.

During the fourth and fifth years: Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

- (a) After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

	Rate.		Loading (Constant).		War Loading.		Total.	
	Per Week.		Per Week.		Per Week.		Per Week.	
	£	s. d.	s.	d.	s.	d.	£	s. d.
First year	2	7 0	2	0	1	0	2	10 0
Second year	3	1 0	2	6	1	0	3	4 6
Third year	4	2 6	4	0	2	0	4	8 6
Fourth year	5	12 0	4	6	2	6	5	19 0
Fifth year	6	14 0	6	0	3	0	7	3 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination, shall remain in force.



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1066]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in *Government Gazette* No. 635 of the 11th August, 1949, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

		Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
		£ s. d.	£ s. d.
Journeyman	.. .. .	8 10 0	8 7 0
Journeywoman	.. .. .	5 13 6	5 11 3

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material shall be paid 2d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the case of disagreement between the foreman and employee the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(b) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) 3/8 per week extra on above rates.

APPRENTICES—MALES.

- 5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
- (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five-year terms—		
First year's experience	39 0	38 0
Second year's experience	45 6	44 6
Third year's experience	65 0	63 6
Fourth year's experience	104 0	101 6
Fifth year's experience	130 0	127 0
Four-year terms—		
First year's experience	39 0	38 0
Second year's experience	65 0	63 6
Third year's experience	104 0	101 6
Fourth year's experience	130 0	127 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiptong maker; (5) Collar maker.

(e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) 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 twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.

(j) 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.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

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

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

(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.

JUNIOR WORKERS—MALES.

- 6. (a) Junior workers may be employed at the following rates of pay :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	39 0	38 0
16 and under 17 years of age	52 0	50 9
17 and under 18 years of age	65 0	63 6
18 and under 19 years of age	78 0	76 3
19 and under 20 years of age	104 0	101 6
20 and under 21 years of age	130 0	127 0

- (b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay:—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	s. d. 39 0	s. d. 38 0
16 and under 17 years of age	48 9	47 6
17 and under 18 years of age	55 3	54 0
18 and under 19 years of age	61 9	60 3
19 and under 20 years of age	68 3	66 9
20 and under 21 years of age	84 6	82 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 3.

(a) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(b) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 3, 5, 6, and 7, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1067]

THURSDAY, DECEMBER 1.

[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
28th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL PHARMACISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 894 of the 7th November, 1949, shall be replaced by the following clause:—

2.

Apprentices.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
			£. s. d.				£. s. d.
1st year's experience	..	..	1 13 9	<i>Chief Pharmaceutical Chemist—</i>			
2nd "	"	..	3 1 0	(i.e. A pharmaceutical chemist in charge of the			
3rd "	"	..	4 8 3	pharmacy department of a hospital.)			
4th "	"	..	5 14 0	(a) Where four or more full time pharmaceutical			
5th "	"	..	7 5 0	chemists are normally employed	..	14 10 0	
				(b) Where two or three full time pharmaceutical			
				chemists are normally employed	..	13 10 0	
				(c) Where he is the only pharmaceutical			
				chemist employed	..	13 0 0	
				<i>Senior Pharmaceutical Chemist</i>	..	11 15 0	
				Where three or more full time pharmaceutical			
				chemists are normally employed, one shall be a			
				Senior Pharmaceutical Chemist, and shall take			
				charge of the pharmacy department during the			
				absence of the Chief Pharmaceutical Chemist			
				<i>Other Hospital Pharmaceutical Chemist</i>			
				1st year's experience as such	..	11 0 0	
				2nd "	..	11 5 0	
				Thereafter	..	11 10 0	

PROPORTION.

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

Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board be bound for a further period not exceeding one year.

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

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

[8747]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1068]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY H. BEERS,
Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 899 of the 14th November, [1949, shall be replaced by the following clause:—

2.

JUNIORS.

		Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
<i>Males.</i>		£ s. d.		<i>Females.</i>		£ s. d.			
Under 16 years of age	1	13	0	17 years of age and under	.. .. .	2	14	0
16 years of age	2	7	0	18 years of age	.. .. .	3	4	0
17 years of age	3	4	0	19 years of age	.. .. .	3	14	0
18 years of age	4	0	6	20 years of age	.. .. .	4	4	6
19 years of age	5	1	0					
20 years of age	6	0	6					

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.					
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.				
Adult Males—	£ s. d.	£ s. d.				
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	8	10	0	8	7	0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	8	0	0	7	17	0
Employee operating automatic combined bottle-washing, syrugging, bottling, sealing (or crowning), and labelling machine	7	15	0	7	12	0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	7	10	0	7	7	0
Employee engaged in handling Glauber Salts	7	10	0	7	7	0
Box repairer and wood worker	7	15	0	7	12	0
All others	7	7	0	7	4	0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.						
Adult Females—						
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	5	3	0	5	0	9

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

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

No. 1068—11147/49.—PRICE 3d.





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1069]

THURSDAY, DECEMBER 1.

[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
29th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

HORSEHAIR BOARD.

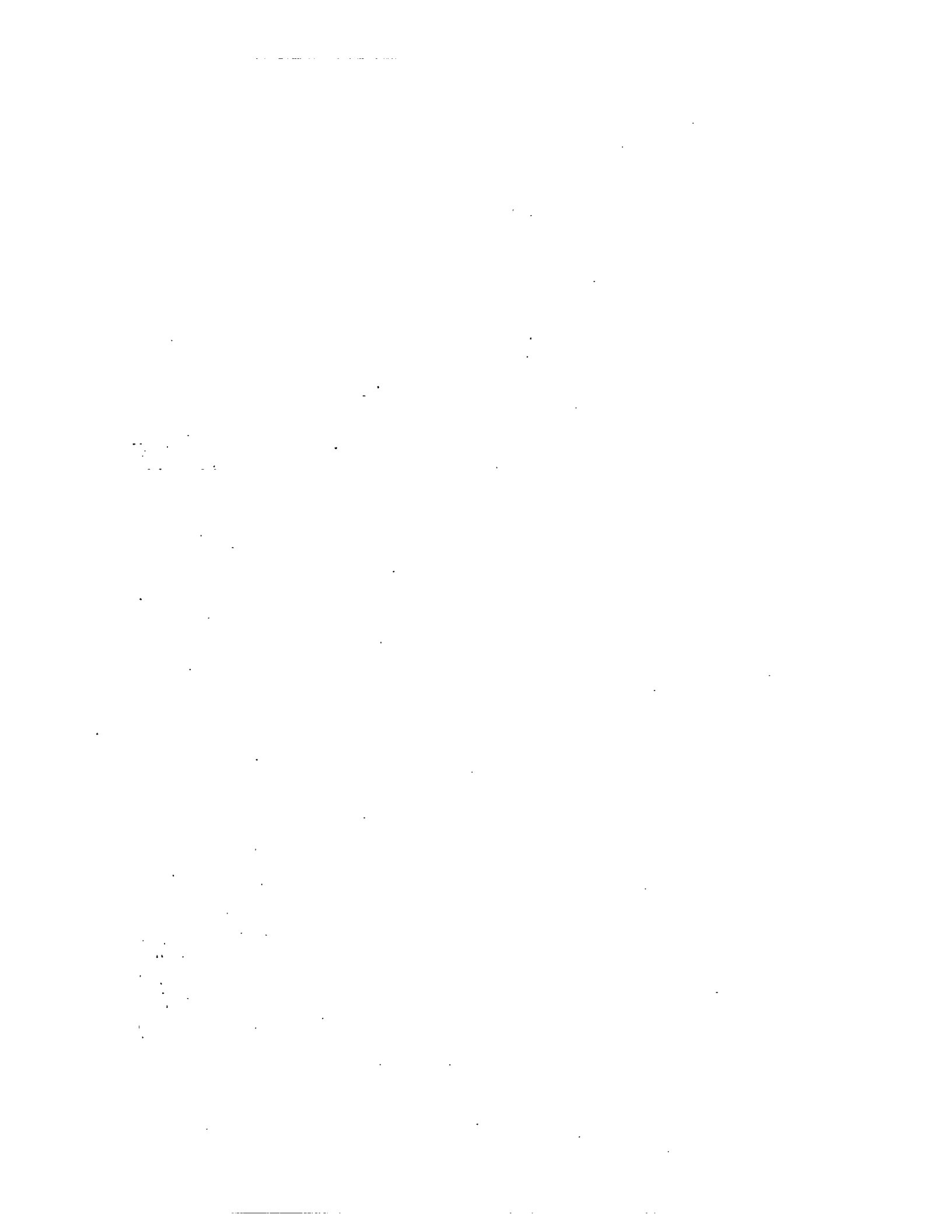
Clause 2 of the Determination published in *Government Gazette* No. 898 of the 14th November, 1949, shall be replaced by the following clause:—

2.

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
<p>WAGES.</p> <p>Per Week.</p> <p><i>s. d.</i></p> <p>1st year 46 0</p> <p>2nd year 57 0</p> <p>3rd year 68 0</p> <p>4th year 82 3</p> <p>5th year 113 9</p> <p>PROPORTION (by any employer).</p> <p>One apprentice to every three or fraction of three workers receiving not less than 154s. per week.</p>		<p>WAGES.</p> <p>Per Week.</p> <p><i>s. d.</i></p> <p>1st year 46 0</p> <p>2nd year 68 0</p> <p>3rd year 113 9</p> <p>4th year 130 9</p> <p>PROPORTION (by any employer).</p> <p>One improver to every five workers receiving not less than 154s. per week.</p> <p><i>Juvenile Workers.</i></p> <p>One juvenile worker to every Hand Spinner.</p>		<p><i>Preparing Body Hair.</i></p> <p>WAGES.</p> <p>Per Week.</p> <p><i>s. d.</i></p> <p>Person in charge of hair-washing machine 165 0</p> <p>Persons engaged on hair-washing machines 158 0</p> <p>Persons engaged on hair-drying machines 158 0</p> <p>Persons who press washed and dried hair into bales 158 0</p> <p>All others 154 0</p> <p><i>Preparing any other kind of Hair.</i></p> <p>WAGES.</p> <p>Per Week.</p> <p><i>s. d.</i></p> <p>Hand Spinners 171 0</p> <p>Machine Spinners—</p> <p>1st year 181 0</p> <p>2nd year 187 0</p> <p>And thereafter 171 0</p> <p>Drafters 171 0</p> <p>Wet or dry hacklers 171 0</p> <p>Teasers and tail pullers 158 0</p> <p>Dyers or Scalders 155 0</p> <p>All others 154 0</p>	

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of seventeen shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of seventeen shillings shall be added in lieu thereof.

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





VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1070]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 880 of the 28th October, 1949, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		Wages per Week of 40 Hours
Age.	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 17 years	64 0	64 0	64 0	64 0	
17 years and under 18 years	86 6	75 6	86 6	75 6	
18 " " 19 " "	108 3	87 3			
19 " " 20 " "	129 9	97 0			
20 " " 21 " "	148 6	108 3			
<p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 188s. per week of 40 hours.</p> <p style="text-align: center;"><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 188s. per week of 40 hours.</p> <p style="text-align: center;"><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 122s. 3d. per week of 40 hours.</p>			<p style="text-align: center;"><i>Definition of Juvenile Workers.</i></p> <p>Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—</p> <p>(a) picking out or selecting.</p> <p>(b) making in the raw state.</p> <p>(c) twisting in the dry state.</p> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Males.</i></p> <p>Six juvenile workers to each worker receiving not less than 188s. per week of 40 hours.</p> <p style="text-align: center;"><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 122s. 3d. per week of 40 hours.</p>		<p style="text-align: center;"><i>Males.</i></p> <p style="text-align: right;"><i>s. d.</i></p> <p>Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes 197 0</p> <p>All others 188 0</p> <p style="text-align: center;"><i>Females.</i></p> <p>All adults 122 3</p>

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1071]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY H. BEERS,
Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 857 of the 30th September, 1949, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES OR IMPROVERS.			ADULTS.	
	Males.	Females.	<i>Males.</i>	Per Week.
	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>			s. d.
14 years	30 3	..	Foreman	172 0
15 years	39 0	41 3	Headman	163 9
16 years	45 6	45 6	All other adult males	154 6
17 years	58 0	54 9		
18 years	72 6	65 3	<i>Females.</i>	
19 years	81 0	72 3	Headwoman	123 0
20 years	105 3	82 6	All other adult females	107 6

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 15*s.* 6*d.* per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 107*s.* 6*d.* per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 15*s.* 6*d.* per week.

One female improver to every three or fraction of three female workers receiving not less than 107*s.* 6*d.* per week.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority

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

No. 1073]

THURSDAY, DECEMBER 1.

[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
28th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

SAND PIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 141 of the 12th March, 1948, shall be replaced by the following clause:—

2.

WAGES.

Apprentices and Improvers.		Other Employees.	
		Wages Per Week of 40 Hours.	
		s. d.	
Under 16 years of age	40 0	Leading hand in charge of four or more employees ..	141 0
" 17 " "	51 6	Powder monkey employed in sand pit ..	143 0
" 18 " "	63 3	Nozzleman	134 0
" 19 " "	75 3	Ploughman	134 0
" 20 " "	88 3	Tipman	134 0
" 21 " "	100 0	Scoopman	134 0
		Shoveller	134 0
		Shaft sinker	141 0
		Pneumatic pickman	139 0
		Jumperman	139 0
		Pickman	134 0
		Drivers—	
		One horse	133 0
		Two horses	136 0
		Three horses	139 0
		Motor vehicle having maker's capacity of—	
		25 cwt. or less	139 0
		Over 25 cwt., but not over 3 tons ..	143 0
		Over 3 tons, but under 6 tons ..	146 0
		All others	130 0

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

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1075]

THURSDAY, DECEMBER 1.

[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
29th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Vinegar and Yeast Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 830 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
<i>Males.</i>		<i>Females.</i>		<i>Males.</i>	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age	.. 55 3	Under 17 years of age	.. 52 9	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	157 0
17 years of age	.. 67 6	17 years of age	.. 58 3	All others ..	151 0
18 years of age	.. 90 6	18 years of age	.. 65 9	Men engaged in cleaning vinegar generators— 7s. 6d. for each generator cleaned	
19 years of age	.. 113 9	19 years of age	.. 73 0	<i>Females.</i>	
20 years of age	.. 125 0	20 years of age	.. 78 3	All adults ..	79 0

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.
One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1076]

THURSDAY, DECEMBER 1.

[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
29th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Toys Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 831 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>Females.</i>		<i>Males.</i>		<i>Females.</i>	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience	.. 28 6	1st six months' experience	.. 22 6	Designers .. ..	.. 153 0		
2nd " " ..	.. 40 0	2nd " " ..	.. 28 0	Cutters-out .. ..	.. 140 0		
3rd " " ..	.. 55 0	3rd " " ..	.. 33 3	Fillers and/or stuffers	.. 137 0		
4th " " ..	.. 73 9	4th " " ..	.. 39 6	All others .. ..	.. 133 0		
5th " " ..	.. 94 6	5th " " ..	.. 44 0				
6th " " ..	.. 108 9	6th " " ..	.. 50 3				
7th " " ..	.. 116 9	7th " " ..	.. 55 6				
		8th " " ..	.. 62 9				
		9th " " ..	.. 67 6	Designers .. ..	.. 109 0		
		10th " " ..	.. 73 3	Cutters-out .. ..	.. 81 6		
				Machinists .. ..	.. 81 6		
				Fillers and/or stuffers	.. 77 3		
				All others .. ..	.. 74 0		

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

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

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





VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1077]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 832 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.	(b) Other Employees.																											
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 10%; text-align: center;">s.</th> <th style="width: 10%; text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>Under 17 years of age</td> <td style="text-align: right;">30</td> <td style="text-align: right;">3</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">45</td> <td style="text-align: right;">0</td> </tr> <tr> <td>18 " "</td> <td style="text-align: right;">60</td> <td style="text-align: right;">6</td> </tr> <tr> <td>19 " "</td> <td style="text-align: right;">82</td> <td style="text-align: right;">0</td> </tr> <tr> <td>20 " "</td> <td style="text-align: right;">99</td> <td style="text-align: right;">3</td> </tr> </tbody> </table>		s.	d.	Under 17 years of age	30	3	17 years of age	45	0	18 " "	60	6	19 " "	82	0	20 " "	99	3	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 10%; text-align: center;">s.</th> <th style="width: 10%; text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>Adults (i) of three months' or more experience ..</td> <td style="text-align: right;">137</td> <td style="text-align: right;">0</td> </tr> <tr> <td>(ii) of less than three months' experience ..</td> <td style="text-align: right;">133</td> <td style="text-align: right;">0</td> </tr> </tbody> </table>		s.	d.	Adults (i) of three months' or more experience ..	137	0	(ii) of less than three months' experience ..	133	0
	s.	d.																										
Under 17 years of age	30	3																										
17 years of age	45	0																										
18 " "	60	6																										
19 " "	82	0																										
20 " "	99	3																										
	s.	d.																										
Adults (i) of three months' or more experience ..	137	0																										
(ii) of less than three months' experience ..	133	0																										
<p><i>Proportion (in any place).</i></p> <p>One improver to every two fully-paid workers.</p>																												

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

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

No. 1077.—11324/49.—PRICE 3d.

[6787]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1078]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 833 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.						
				<i>s. d.</i>						
Under 17 years of age	30	3	Males—(i) of 3 months' or more experience	..	137	0
17 years of age	45	0	(ii) of less than 3 months' experience	..	133	0
18 "	"	60	6	Females	..	81	6
19 "	"	82	0				
20 "	"	99	3				
<i>Proportion (in any place).</i>										
One improver to each adult employee.										

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1079]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Plaster Model Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 834 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.				
				<i>s. d.</i>				
Under 17 years of age	..	..	..	30	3	Persons engaged in making or preparing moulds	.. 143 0
17 years of age	..	..	..	45	3	Persons engaged in coloring or decorating models—	
18 years of age	..	..	..	60	6	(a) by hand	.. 157 0
19 years of age	..	..	..	81	9	(b) by spray, or otherwise than by hand	.. 145 0
20 years of age	..	..	..	99	3	Persons engaged in assembling or finning models	
PROPORTION (IN ANY PLACE).								
One improver to every three adult employees.				when taken from moulds				.. 138 0
				All others				.. 133 0

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1080]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Lampshade Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 837 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
Males.		Females.		Males.		Females.	
	s.	d.		s.	d.		s.
1st year's experience	..	27	9	1st six months' experience	..	22	3
2nd " "	..	39	3	2nd " " "	..	28	3
3rd " "	..	53	0	3rd " " "	..	33	3
4th " "	..	72	3	4th " " "	..	39	6
5th " "	..	91	9	5th " " "	..	44	3
6th " "	..	105	9	6th " " "	..	50	0
7th " "	..	112	9	7th " " "	..	55	3
				8th " " "	..	62	9
And thereafter the minimum wage.				Persons engaged in cutting out material for parts of lampshades 135 0			
<p>PROPORTION.</p> <p>Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.</p> <p>Three female improvers to each female person receiving not less than the minimum wage.</p>				All others 133 0			
				<p>Females.</p> <p>Persons engaged in sketching, painting or decorating by free-hand or stencils 87 0</p> <p>Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) 76 0</p> <p>All others 74 3</p>			

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

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



[6773]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1081]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 838 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
<i>Males.</i>		<i>Females.</i>		<i>Males.</i>		<i>Females.</i>	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience	.. 28 6	1st six month's experience	22 6	Printing-ink grinder and/or mixer ..	.. 137 0		
2nd ..	.. 40 3	2nd ..	28 6	All others ..	.. 133 0		
3rd ..	.. 55 0	3rd ..	33 3				
4th ..	.. 73 9	4th ..	39 6				
5th ..	.. 94 6	5th ..	44 3				
6th ..	.. 109 0	6th ..	50 3				
7th ..	.. 116 9	7th ..	55 3	All persons ..	.. 74 6		
		8th ..	62 9				

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male adult.

Females.

One improver to each female receiving not less than the minimum wage.

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

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

No. 1081.—11330/49.—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1082]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Gold Beating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 839 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.				
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>		<i>s. d.</i>
1st year's experience	..	28 6	1st six months' experience	..	22 6	Beaters	..	155 0
2nd "	..	40 0	2nd "	..	28 6	All Others	..	133 0
3rd "	..	61 9	3rd "	..	33 3			
4th "	..	99 3	4th "	..	39 6			
5th "	..	and until 21	5th "	..	44 0			
		years of age 125 3	6th "	..	50 3			
			7th "	..	55 6			
			8th "	..	62 9	Welding gold-leaf	..	92 0
			9th "	..	67 6	Cutting and/or booking gold-		
			10th "	..	73 3	leaf	..	84 9
						All Others	..	74 0

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Three female improvers to every two female workers receiving the adult rate.

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

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1083]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 840 of the 16th September, 1949, shall be replaced by the following clause:—

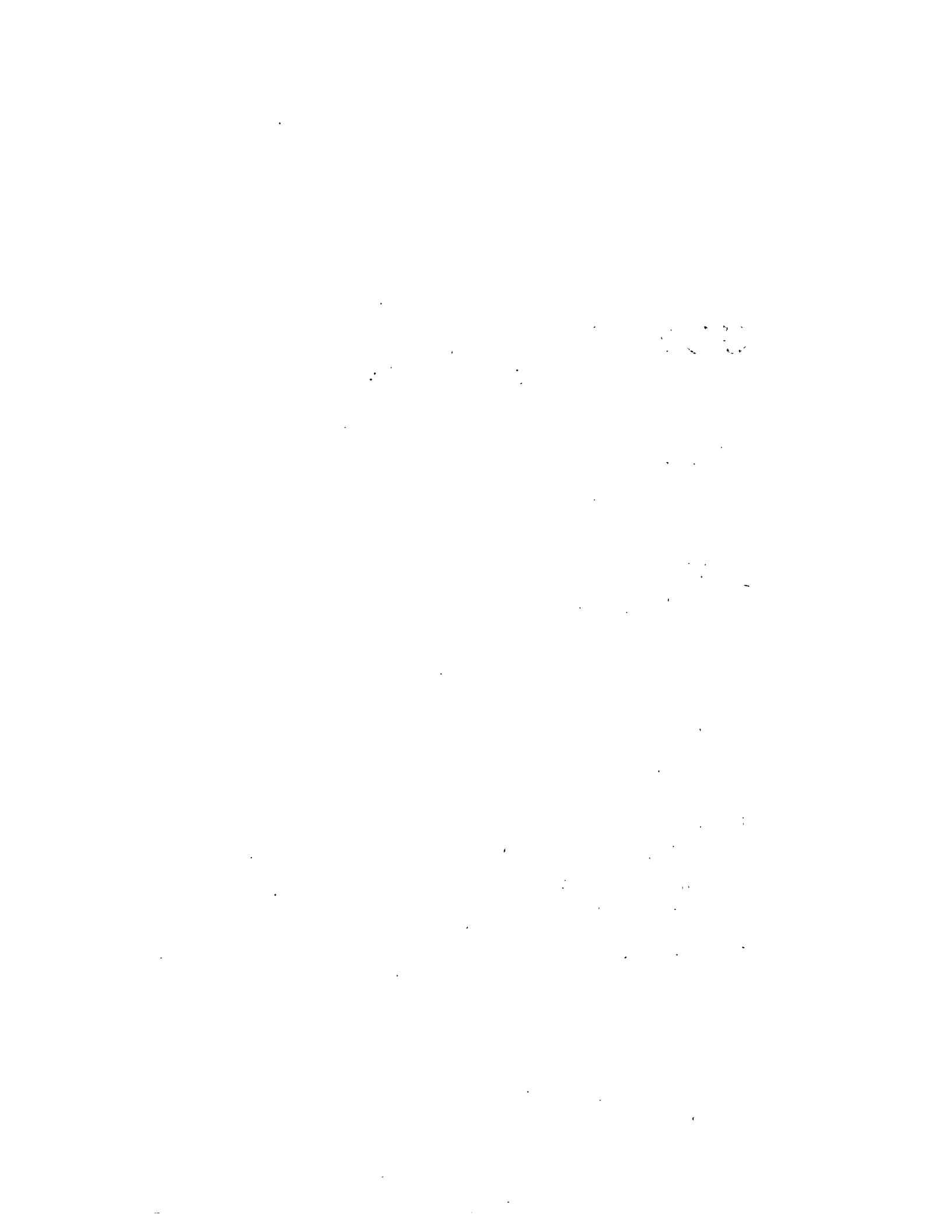
2. Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.	(ii) Other Employees.		
s. d.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age	35		
17 years of age	45		
18 years of age	60		
19 years of age	82		
20 years of age	99		
PROPORTION (in any place).		£ s. d.	£ s. d.
One improver to each adult employee.		Foreman in charge	7 2 0
		Scutcher (hand)	6 16 0
		Scutcher (machine)	6 13 0
		All others	6 10 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

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

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





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1084]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 842 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
Males.		Females.			
	s. d.	s. d.			s. d.
1st year's experience ..	28 6	1st six months' experience	22 6	Grinding mill attendant	137 0
2nd	40 3	2nd	28 6	Person engaged in testing and/or checking	
3rd	55 0	3rd	33 3	formulae	143 0
4th	73 0	4th	39 6	Person in charge of mixing ingredients and	
5th	94 6	5th	44 3	making chalks from given formulae ..	138 0
6th	109 0	6th	50 3	Persons not provided for	
7th	116 9	7th	55 3	Males	133 0
		8th	62 9	Females	74 6

and thereafter the minimum wage.

Proportion.
One male improver to each male person receiving not less than the minimum wage.
Three female improvers to each female person receiving not less than the minimum wage.

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

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1085]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 843 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.	(b) Other Employees.
Under 16 years of age	Foreman in charge
16 years of age and under 17 years	(i) All others of three months' or more experience
17 years of age and under 18 years	(ii) All others of less than three months' experience
18 years of age and under 19 years	
19 years of age and under 21 years	
PROPORTION (in any place.)	
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.	

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

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1086]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 844 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience	28 6	1st six months' experience	22 6		
2nd " "	41 0	2nd " " " "	28 6		
3rd " "	55 0	3rd " " " "	33 3		
4th " "	73 9	4th " " " "	39 6		
5th " "	94 6	5th " " " "	44 3		
6th " "	109 0	6th " " " "	50 3	Males	133 0
7th " "	116 9	7th " " " "	55 3	Females	74 6
		8th " " " "	62 9		

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1087]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 845 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 28 9	1st six months' experience	22 3	..	..	..	.. 133 0
2nd .. .. .	.. 39 3	2nd	28 3	..	..	..	.. 74 6
3rd .. .. .	.. 53 0	3rd	33 3				
4th .. .. .	.. 72 3	4th	39 6				
5th .. .. .	.. 91 9	5th	44 3				
6th .. .. .	.. 105 9	6th	50 0				
7th .. .. .	.. 112 9	7th	55 3				
		8th	62 9				

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male worker receiving not less than the minimum wage.

Females.

Two improvers to each female person receiving not less than the minimum wage.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1088]

THURSDAY, DECEMBER 1.

[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
30th day of November, 1949.

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 846 of the 16th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employers.				
Males.		Females.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.			
1st years' experience	s. d.	1st six months' experience	s. d.		s. d.	s.		
1st	23 6	1st	22 6					
2nd	40 3	2nd	28 6					
3rd	55 0	3rd	33 3					
4th	73 9	4th	39 6					
5th	94 6	5th	44 3					
6th	109 0	6th	50 3					
7th	116 9	7th	55 3					
		8th	62 9					
and thereafter the minimum wage.				Operators of blue-printing machines—				
<p>NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.</p> <p style="text-align: center;">PROPORTION.</p> <p>One improver to each person of the same sex receiving not less than the minimum wage.</p>				Males—				
				(i) with 3 months' or more experience ..			136 0	133 0
				(ii) with less than 3 months' experience			133 0	130 0
				Females			80 6	80 6
				All other persons—				
				Males			133 0	130 0
Females			74 6	74 6				

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

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

