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[1949

Factories and Shops Acts.

DETERMINATION OF THE BEDSTEADMAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (including the moulders of bedsteads and excluding the moulders of fenders) employed in the process, trade, or business of a maker of metal bedsteads or fenders, or parts thereof," has made the following Determination, namely:—

1. That as from the 24th December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.	Wages per week of 40 hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smith	145 0	142 0
Chill fitter called on to design and model	160 0	157 0
Other chill fitter	145 0	142 0
Machinist	142 0	139 0
Plater in charge	157 0	154 0
Plater's assistant	143 0	140 0
Polisher and grinder	144 0	141 0
Chipper and caster	141 0	138 0
Bedstead fitter and mounter	145 0	142 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	144 0	141 0
Japanner and lacquerer	142 0	139 0
Other employees with not less than three months' experience in the industry	129 0	126 0
All others	123 0	120 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

4. JUNIOR MALE AND FEMALE LABOUR.

The following scale of wages shall apply to unapprenticed male junior labour and to female labour:—

	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Constant).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
<i>(a) Junior Males.</i>					
Under 16 years of age		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
16 and under 17 years of age		16 6	0 6	1 6	18 6
17 and under 18 years of age		39 3	0 9	2 6	42 6
18 and under 19 years of age		69 6	1 0	4 6	75 0
19 and under 21 years of age		86 6	2 0	6 0	94 6
		104 3	2 6	7 0	113 9
<i>(b) Adult Females.</i>					
If of less than 12 months' experience.	65		3 0	6 0	83 0
Of 12 months' experience or more	75		3 0	7 0	95 6
<i>(c) Junior Females.</i>					
17 years of age and under	40		1 0	3 6	50 0
18 years of age	47½		1 3	4 0	59 6
19 years of age	55		1 6	4 6	68 6
20 years of age	62½		2 0	5 0	78 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of male juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 24 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. The wages of females shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

HOURS OF EMPLOYMENT.

Day Workers.

5. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such application proof that the working of a five-days week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant and it is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the work of overtime on Saturday.

OVERTIME.

6. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

Except as provided in sub-clause (b) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(b) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break with the completion or commencement of ordinary working time).

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) hereof where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days Week.

(d) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the previous day.

Standing By.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(f) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(g) Subject to the provisions of the second part of sub-clause (f) hereof an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall be either supplied with a meal by the employer or paid 2s and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

Transport of Employees.

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

(k) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SHIFT WORK.

7. (a) For the purpose of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuance work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

- (i) a shift shall consist of not more than 8 hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other Than Continuous Work.

(c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than four hours; or
- (ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week; or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shifts.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid $7\frac{1}{2}$ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(f) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof

Overtime.

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in such case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

(g) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

Sundays and Holidays.

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

(i) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 9 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty:

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty, be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

ANNUAL LEAVE.*Period of Leave.*

9. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 8 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) For the purpose of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (l) and (m) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) hereof either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed month of continuous service before the 1st January, 1946, and for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

SHOP STEWARDS.

10. Any employee appointed shop steward in the shop or department in which he is employed shall upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

RIGHT OF ENTRY OF UNION OFFICIALS.

11. A duly accredited representative of the Association shall have the right to enter employers' workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (ii) That he interviews employees only at the places where they are taking their meal.
- (iii) That not more than one representative in all be in any workshop at any one time.
- (iv) That no one representative visit a workshop more than once in each week.
- (v) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.
- (vi) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

TRAVELLING TIME, ALLOWANCE AND BOARD.

Travelling and Board.

12. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot, and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

(b) An employee—

- (i) engaged in one locality to work in another; or
- (ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means:—

- (i) All fares reasonably incurred.
For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.
- (ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.
- (iii) A reasonable allowance to cover the cost incurred for board and lodging.

CONTRACT OF EMPLOYMENT.

13. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall except as provided by clause 14 hereof lose his pay for the actual time for such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

Late Comers.

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single day absence.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioners' opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year.

Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(e) For the purpose of this clause "year" means the period between the 1st day of May in each year and the next 30th day of April.

PAYMENT OF WAGES.

15. (a) Wages shall be paid weekly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

TIME AND WAGES BOOK.

16. Each employer shall keep a time and wages book showing the name of each employee and his occupation, and the hours worked each day and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

The time and wages book shall be open for inspection at the employer's office or other convenient place to a duly accredited official of the Association during the usual office hours. Provided that no inspection shall be demanded unless the Secretary of the Association or the district secretary or organizer of any division of the Association suspects that a breach of this Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The officer making such inspection shall be entitled to take a copy of the entry in the time and wages book relating to such suspected breach of this Determination.

PAYMENT BY RESULTS.

17. (a) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rates.

(b) Any increases in prevailing daily and hourly wages resulting from this Determination shall not of themselves compel any increase in piecework rates during the term of this Determination. If in a factory piecework is extended to processes now done on weekly or hourly rates sub-clause (a) hereof shall apply.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

18. (a) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubblers, taps, or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop and other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton, and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 Oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

Lockers.

(iv) The employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st July, 1946, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the 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 workman's claim within 48 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 equipment shall be provided.

In any case where an organization 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.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Protective Clothing—Galvanizing, &c.

(iv) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

Protective Equipment—Welding.

(v) Where necessary employers shall provide electric arc and oxy acetylene operators and their assistants with the following equipment—

- (a) Suitable asbestos sheets,
- (b) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
- (c) Anti-flash goggles,
- (d) Aprons, leather sleeves and leggings (or overalls of flame-proof material) and gauntlet gloves; and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Tools.

(vi) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination and for sheet metal workers, snips used in the cutting of stainless steel, monel metal and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(c) Where practicable, the dressing and rumberling of castings shall not be carried out in close proximity to employees not doing that work.

Hand-rivetting.

(d) Hand-rivetting on rivets $\frac{3}{8}$ -inch diameter and upwards shall be performed double handed.

Ladles.

(e) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles— $\frac{1}{2}$ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period.

(f) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(g) (i) While any work is being carried on in any confined or enclosed space in which—

(a) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(b) the atmosphere may otherwise become vitiated;

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

(ii) Employers shall provide adequate ventilation in workshops where tinning or galvanizing and pickling is carried on, and in workshops where fusing or wet enamel is carried on, facilities for the free circulation of air. Any dispute under this sub-clause shall be referred to the Wages Board.

DEFINITIONS.

19. (a) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding 2 inches.

(b) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(c) "Association" or "Union" means The Federated Agricultural Implement Machinery and Ironworkers' Association of Australia.

NOTICE BOARD.

20. An employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, and representatives of the Association shall be permitted to post notices of Association meetings upon such board.

POSTING DETERMINATION.

21. A copy of the Determination relating to work carried on in the establishment shall be kept posted in a prominent position by the employer.

MIXED FUNCTIONS.

22. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

EXTRA RATES NOT CUMULATIVE.

23. Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 2 are based upon the following basic wage rates for adult males and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted by the same amount and at the same time as such Basic Wage as prescribed in clause 25. Wages of male juniors in receipt of 20s. or more per week shall be adjusted proportionately to adjustments of the needs basic wage, such adjustment to be made to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the Metropolitan District, the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool	5 14 0	6 0	6 0 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the Basic Wage shall be as prescribed in clause 24.

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

In addition to the basic wage prescribed by clause 24, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	Loading.
	s. d.	s. d.
Bedstead smith	22 0	3 0
Chill fitter called on to design and model	36 0	4 0
Other chill fitter	22 0	3 0
Machinist	19 0	3 0
Plator in charge	33 0	4 0
Plator's assistant	20 0	3 0
Polisher and grinder	21 0	3 0
Chipper and caster	18 0	3 0
Bedstead fitter and moulder	22 0	3 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	21 0	3 0
Japanner and lacquerer	19 0	3 0
Other employees with not less than three months' experience in the industry	6 0	3 0
All others	Nil	3 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th December, 1948.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 25.

[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 February, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 1 and 16 of Part 1 and clauses 1, 2, and 22 of Part 2 of the Determination published in Government Gazette No. 547 of the 20th May, 1948, shall be replaced by the following clauses:—

PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1.	APPRENTICES OR IMPROVERS. Wages per Week of 40 Hours.					
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	41 6	0 9	42 3	40 0	0 9	40 9
16 years of age	56 0	1 0	57 0	42 6	0 9	43 3
17 years of age	67 0	1 3	68 3	47 6	0 9	48 3
18 years of age	87 0	1 6	88 6	52 0	1 0	53 0
19 years of age	116 6	2 0	118 6	63 6	1 3	64 9
20 years of age	122 6	2 3	124 9	72 6	1 3	73 9

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 155s. per week of 40 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 155s. per week of 40 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 85s. 6d. per week of 40 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 85s. 6d. per week of 40 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skinners or boners	157 6	3 0	160 6
Grader who grades for the export trade	163 0	3 0	166 0
Females employed filling cartons with boned meat	84 0	1 6	85 6
All others	152 0	3 0	155 0

PIECE-WORK PRICES.

16. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinning rabbits (heads off)	2s. 6d. per 100 } plus	3s. 9d. per 100 } plus
Skinning rabbits (heads on)	3s. 3d. per 100 } 50 per cent.	4s. 7½d. per 100 } 50 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } plus	
Skinning hares	9s. 3d. per 100 } 62 per cent.	

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

I. APPRENTICES OR IMPROVERS.
Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	38 6	0 9	39 3	31 0	0 9	31 9
16 years of age	50 0	1 0	51 0	38 6	0 9	39 3
17 years of age	66 6	1 3	67 9	46 6	1 0	47 6
18 years of age	82 6	1 9	84 3	59 6	1 3	60 9
19 years of age	93 6	2 0	95 6	64 6	1 3	65 9
20 years of age	113 0	2 3	115 3	71 0	1 6	72 6

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 143s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 143s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 80s. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 80s. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Within the Metropolitan District.			All other parts of Victoria where this Determination applies.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	169 6	3 0	172 6	165 6	3 0	168 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	100 6	2 0	102 6	93 6	2 0	95 6
Foreman having the supervision of four or more workers	160 6	3 0	163 6	155 6	3 0	158 6
Shop hands (males) or salesmen	147 6	3 0	150 6	142 6	3 0	145 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	150 6	3 0	153 6	146 6	3 0	149 6
Wet chain pluckers	158 0	3 0	161 0	158 0	3 0	161 0
Labourers assisting—						
(a) Wholesale fish salesmen	155 6	3 0	158 6	150 6	3 0	153 6
(b) Wholesale poultry salesmen	145 6	3 0	148 6	142 6	3 0	145 6
Persons employed grading and/or placing plucked poultry in boxes	150 6	3 0	153 6	146 6	3 0	149 6
Females employed—						
(a) As shop hands	83 0	1 9	84 9	78 6	1 6	80 0
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	83 0	1 9	84 9	78 6	1 6	80 0
All others	140 6	3 0	143 6	140 6	3 0	143 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause I, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

PIECE-WORK PRICES.

22. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

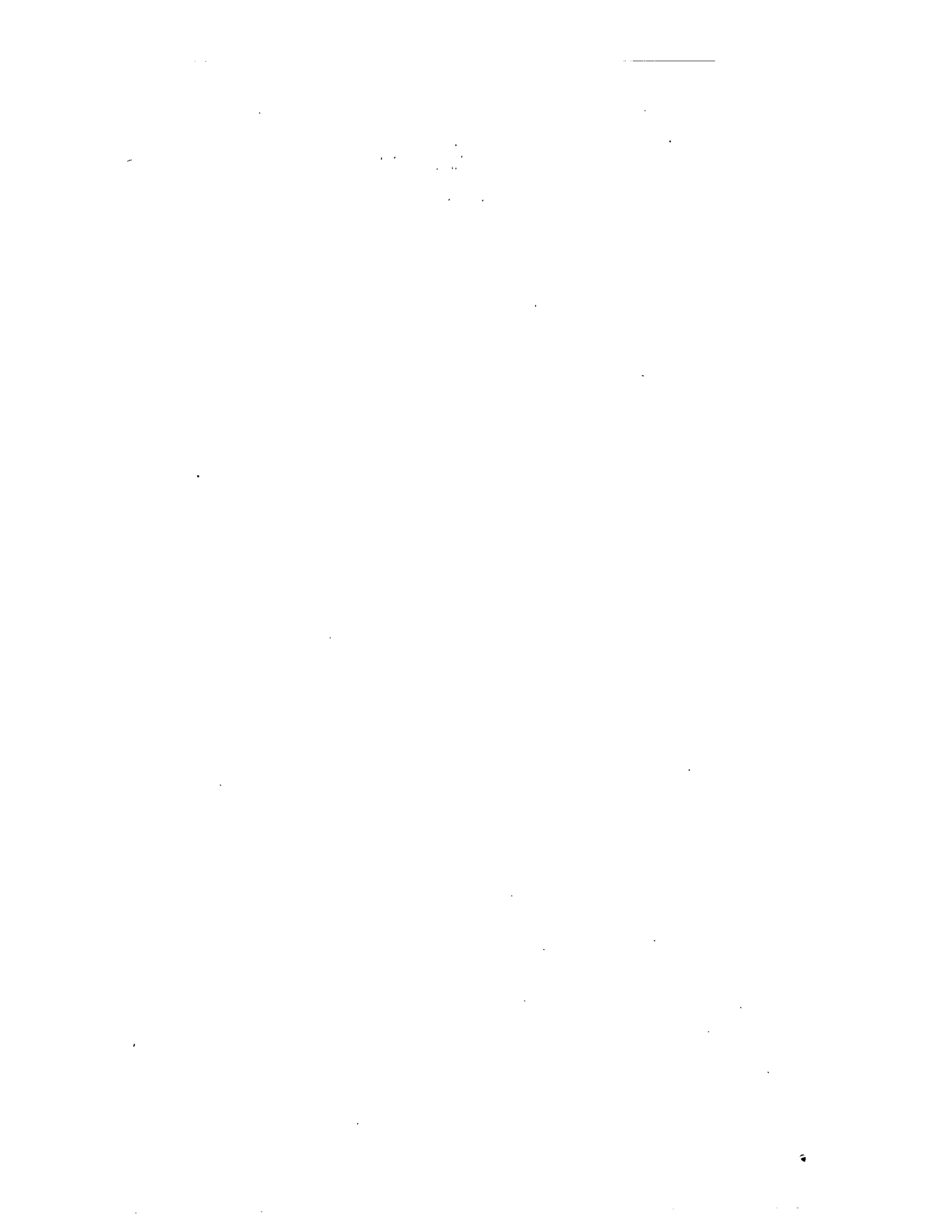
	s.	d.	
(i) Roughing fowls by hand	0	3½	per pair
Roughing fowls by machine	0	3	per pair
Stumping fowls the same day as they are roughed by hand	0	3½	per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0	4	per pair
Stumping fowls which have been roughed by a machine	0	4	per pair
Plucking fowls	0	7	per pair
Plucking ducks, where wings are not plucked right out	0	7½	per pair
Plucking ducks, where wings are required to be plucked right out	0	11½	per pair
Plucking Muscovy drakes (redheads)	1	3	per pair
Plucking turkey hens	0	8½	per pair
Plucking turkey cocks	1	1	per pair
Plucking geese	1	1	per pair
Plucking teal	0	4	per pair
Plucking black duck	0	5	per pair
Plucking blue wing	0	4	per pair
Plucking mountain duck	0	5	per pair
Plucking pigeons and small birds	0	3	per pair
Plucking quail	0	3	per pair
Plucking pheasants	0	7	per pair
Drawing and trussing fowls or ducks	0	3	per pair extra
Drawing and trussing geese	0	6	per pair extra
Drawing and trussing turkeys	0	9	per pair extra
(ii) *Blooding counts	0	9	per large box
*Splitting counts	1	0	per large box
*Scaling and cleaning salmon	1	6	per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2	6	per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3	0	per large box
*Cleaning whiting	0	3	per dozen
*Filleting whiting	0	6	per dozen
*Cleaning flounders	0	3	per dozen
Trimming shark	0	6	per box
Skimming and trimming shark	2	0	per box

Plus 75 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 22, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses I and 16 of Part 1 and clauses I, 2, and 22 of Part 2, of the said Determination shall remain in force.





VICTORIA

GOVERNMENT GAZETTE.

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No. 165]

FRIDAY, FEBRUARY 25.

[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 February, 1949.

Dated at Melbourne, this
22nd day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

TINSMITHS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 51 of the 28th January, 1949, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class)	8 15 0	9 1 6	8 12 0
Sheet metal worker (2nd class)	7 18 0	8 4 6	7 15 0
Spinner (1st class)	8 4 0	8 10 6	8 1 0
Spinner other	7 5 0	7 11 6	7 2 0
Die setter	7 5 0	7 11 6	7 2 0
Die setter—press operator working from blue prints or plans	7 18 0	8 4 6	7 15 0
Press operator (heavy)	7 2 6	7 8 6	6 19 0
Press operator (light)	6 19 0	7 5 6	6 16 0
Solderer and dipper	7 2 0	7 8 6	6 19 0
Drop hammer stamper	7 2 0	7 8 6	6 19 0
Guillotine operator (as defined)	7 18 6	8 4 6	7 15 0
Guillotine operator (other)	6 19 0	7 5 6	6 16 0
Guttering machinist	6 19 6	7 5 6	6 16 6
Power machinist (not otherwise specified)	6 19 0	7 5 6	6 16 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	8 19 6	9 6 0	8 16 6
1st class, using Cutler machine	8 1 0	8 7 6	7 18 6
2nd class	7 8 0	7 14 6	7 3 0
3rd class	7 2 0	7 8 6	6 19 0
Tack welder	7 5 0	7 11 6	7 2 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand	7 5 0	7 11 6	7 2 0
Canister-maker by hand and riveter by hand	7 5 0	7 11 6	7 2 0
Solderer and dipper	6 19 0	7 5 6	6 16 6
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	7 5 0	7 11 6	7 2 0
Operator of power capping machines or metal pots on automatic machines	7 2 0	7 8 6	6 19 0
Operator of other power presses and other power machines	6 19 0	7 5 6	6 16 0
Cap solderer (not otherwise classified)	6 19 0	7 5 6	6 16 0

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.F.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer	7 15 6	8 2 0	7 12 6
Tinner and grease tinner	7 15 6	8 2 0	7 12 6
Assistant working over metal pot	7 2 0	7 8 6	6 19 0
Pickler	7 0 6	7 7 0	6 17 6
All others in this Division	6 14 0	7 0 6	6 11 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	7 18 0	8 4 6	7 15 0
Spray operator	7 5 0	7 11 6	7 2 0
Grainer, liner, and filliter	6 19 0	7 5 6	6 16 0
Painter and lacquerer	6 19 0	7 5 6	6 16 0
Dipper	6 19 0	7 5 6	6 16 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	7 14 0	8 0 6	7 11 0
Fuser on medallions, badges, or buckles	6 19 0	7 5 6	6 16 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	7 0 6	7 7 0	6 17 6
Inspector (other)	6 16 0	7 2 6	6 13 0
Mill hand and mixer	7 0 6	7 7 0	6 17 6
Packer and despatcher	7 0 6	7 7 0	6 17 6
Pickler	7 0 6	7 7 0	6 17 6
Rackman	6 12 6	6 19 0	6 9 6
Sand and shot blaster	7 18 6	8 5 0	7 15 6
Sprayer	7 2 0	7 8 6	6 19 0
Swiller, gripper, and brusher	6 19 0	7 5 6	6 16 0
Other employees with not less than three months' experience in the metal trades industry	6 12 0	6 18 6	6 9 0
Employee not elsewhere classified in any Division	6 6 0	6 12 6	6 3 0
<i>(g) General.</i>			
Process worker	6 19 0	7 5 6	6 16 0
Tool storeman (as defined)	7 6 0	7 12 6	7 3 0
Storeman and/or packer	7 10 6	7 17 0	7 7 6

Leading Hands.

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

Ship Repairing.

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

Tradesmen	s. d.
All other labour	4 6 per week.
	3 0 per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereinafter provided:—

Sheet-metal worker—1st class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—1st class ;

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

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(j) WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.			
1st year	25	s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
2nd year	33	1 0	1 0	2 0 6	2 3 0	1 19 6
3rd year	50	1 6	1 6	3 1 6	3 4 6	3 0 0
4th year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
5th year	100 plus 6s.	2 0	3 0	6 8 0	6 14 6	6 5 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	1 14 6	1 16 6	1 14 0
2nd year	50	1 0	1 6	3 1 0	3 4 0	2 19 6
3rd year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
4th year	100 plus 6s.	2 0	3 0	6 8 0	6 14 6	6 5 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

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

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

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

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

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

Prohibited Occupations.

(b) Junior employees shall not be employed:—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—

die setting on power presses, or as operators of power driven guillotines.

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



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FRIDAY, FEBRUARY 25.

[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 February, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 33 of the 11th January, 1949, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) ..	7 15 0	8 1 6	7 12 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	7 8 0	7 14 6	7 5 0
Blacksmith's striker	7 6 0	7 12 6	7 3 0
Blacksmith's striker on double fires and other assistant ..	7 8 0	7 14 6	7 5 0
Boiler (inside) chipper and cleaner	7 12 0	7 18 6	7 9 0
Boilermaker and/or structural steel tradesman	8 15 0	9 1 6	8 12 0
Boilersmith and/or angle iron smith	8 19 6	9 6 0	8 16 6
Cold saw operator	7 8 0	7 14 6	7 5 0
Dogman	7 8 0	7 14 6	7 5 0
Driller using portable machines	8 10 6	8 17 0	8 7 6
Driller using stationary machines	7 7 0	7 13 6	7 4 0
Employee assisting a ship plate bender or plate setter ..	7 8 0	7 14 6	7 5 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 6 0	7 12 6	7 3 0
Friction saw operator	7 6 0	7 12 6	7 3 0
Furnaceman on heavy angle iron or heavy plate	7 14 0	8 0 6	7 11 0
Furnaceman's assistant	7 6 0	7 12 6	7 3 0
Holder-up	7 8 0	7 14 6	7 5 0
Machinist—			
1st class	8 15 0	9 1 6	8 12 0
2nd class	8 0 0	8 6 6	7 17 0
3rd class	7 11 0	7 17 6	7 8 0

WAGES.—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
Machinist, steel construction—	£ s. d.	£ s. d.	£ s. d.
1st class	7 13 0	7 19 6	7 10 0
2nd class	7 7 0	7 13 6	7 4 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	9 1 0	9 7 6	8 18 0
Painter of ironwork using spray	7 7 0	7 13 6	7 4 0
Painter of ironwork (other than ship painter) using brush ..	7 6 0	7 12 6	7 3 0
Plate setter and frame bender	8 18 0	9 4 6	8 15 0
Press and block hand assisting a boiler or angle ironsmith ..	7 8 0	7 14 6	7 5 0
Process worker	7 5 0	7 11 6	7 2 0
Rigger and/or splicer	7 12 0	7 18 6	7 9 0
Rivet heater	7 8 0	7 14 6	7 5 0
Welder—			
1st class (other than when using Cutler machine) ..	8 19 6	9 6 0	8 16 6
1st class (using Cutler machine)	8 2 0	8 8 6	7 19 0
2nd class	7 11 0	7 17 6	7 8 0
3rd class	7 7 0	7 13 6	7 4 0
Welder-tack	7 9 0	7 15 6	7 6 0
Other employees with not less than three months' experience in the metal trades industry	6 12 0	6 18 6	6 9 0
Employee not elsewhere classified	6 6 0	6 12 6	6 3 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	7 8 0	7 14 6	7 5 0
Cement mixer	7 9 0	7 15 6	7 6 0
Cement liner	7 12 0	7 18 6	7 9 0
Cement liner operator	8 0 0	8 6 6	7 17 0
Employee in charge of ring making machines	7 12 0	7 18 6	7 9 0
Employee rounding and straightening steel pipes ..	7 11 0	7 17 6	7 8 0
Employee on tar dip and sand rolling	7 8 0	7 14 6	7 5 0
Faucet maker in charge of furnace	7 15 0	8 1 6	7 12 0
Faucet maker's assistant	7 8 0	7 14 6	7 5 0
Machine operator (in charge of machines)	7 12 0	7 18 6	7 9 0
Pipe builder	7 12 0	7 18 6	7 9 0

Leading Hands.

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

Provided that an employee in an electric supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

Tradesmen	s. d.
All other labour	4 6 per week.
	3 0

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Boilermaker and/or structural steel tradesman and/or welder—first class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

Cancellation or Suspension of Indentures.

(d) Subject to the approval of the Wages Board but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Instruction in Welding.

(e) The training of apprentices to boilermaking or structural steel work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) (i) The proportion of apprentice who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	25		0 9	30 0	31 6	29 0
2nd year	33	1 0	1 0	40 6	43 0	39 6
3rd year	50	1 6	1 6	61 6	64 6	60 0
4th year	83	2 0	2 3	101 6	107 0	99 0
5th year	100 plus 6s.	2 0	3 0	123 0	134 6	125 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	29		0 9	34 6	36 6	34 0
2nd year	50	1 0	1 6	61 0	64 0	59 6
3rd year	83	2 0	2 3	101 6	107 0	99 0
4th year	100 plus 6s.	2 0	3 0	123 0	134 6	125 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

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

Lost Time.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne. 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	25	0 6	2 0	31 6	33 6	31 0
16 years of age	35	0 9	3 0	44 6	47 0	43 6
17 years of age	47½	1 0	4 0	60 6	63 6	59 0
18 years of age	60	1 0	5 0	76 0	80 0	74 6
19 years of age	75	2 0	6 0	95 6	100 6	93 6
20 years of age	90	2 0	7 0	114 6	120 0	111 6

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

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

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

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

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry material to or from cupola forge or electric steel furnace or using the alicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employee shall not be employed—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles: or
using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
die setting on power presses; or
as furnaceman or assistant to furnacemen; or
as operators of power-driven guillotines.

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



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FRIDAY, FEBRUARY 25.

[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 February, 1949.

Dated at Melbourne, this
22nd day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 57 of the 28th January, 1949, shall be replaced by the following clauses:—

2.

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

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

Ship Repairing.

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

	s.		d.	
Tradesmen	4	6	per week.
All other labour	3	0	.. .. .

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Electrical mechanic,

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

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

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

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

Electrical fitter,
Electrical mechanic, and
Refrigeration mechanic or serviceman,

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

Period of Apprenticeship.

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

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

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

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

Wages.

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.			
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
1st year	25	..	0 9	1 10 0	1 11 6	1 9 0
2nd year	33	1 0	1 0	2 0 6	2 3 0	1 19 6
3rd year	50	1 6	1 6	3 1 6	3 4 6	3 0 0
4th year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
5th year	100 plus 6s.	2 0	3 0	6 8 0	6 14 6	6 5 0
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	1 14 6	1 16 6	1 14 0
2nd year	50	1 0	1 6	3 1 0	3 4 0	2 19 6
3rd year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
4th year	100 plus 6s.	2 0	3 0	6 8 0	6 14 6	6 5 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 hours.

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

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

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

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

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

Prohibited Occupations.

- (c) Junior employees shall not be employed:—
 if under the age of 16 years—
 on oil or gas burners or fires used for heating of small articles; or
 using electric arc or oxy acetylene blow pipe.

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



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FRIDAY, FEBRUARY 25.

[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 February, 1949.

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

RAY. H. BEERS.
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 683 of the 5th July, 1948, shall be replaced by the following clauses:—

2.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills, (b) All parts of Victoria not elsewhere in- cluded.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yaalourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	8 0 0	8 6 0	8 6 6	7 17 0
First-class, with condenser	8 6 6	8 12 6	8 13 0	8 3 6
Second-class	7 15 0	8 1 0	8 1 6	7 12 0
Second-class, with condenser	8 0 0	8 6 0	8 6 6	7 17 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	8 0 0	8 6 0	8 6 6	7 17 0
Under fifty brake horse-power	7 15 0	8 1 0	8 1 6	7 12 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	8 0 0	8 6 0	8 6 6	7 17 0
On motors 100-horse power to 250-horse power inclusive	7 12 0	7 18 0	7 18 6	7 9 0
On motors under 100-horse power	7 6 0	7 12 0	7 12 6	7 3 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
<i>Note.</i> —Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 30 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	8 19 0	9 5 0	9 5 6	8 16 0
Others	8 9 6	8 15 6	8 16 0	8 6 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	9 5 6	9 11 6	9 12 0	9 2 6
Second driver	8 5 6	8 11 6	8 12 0	8 2 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	8 0 0	8 6 0	8 6 6	7 17 0
Others	7 16 0	8 2 0	8 2 6	7 13 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class	8 15 0	9 1 0	9 1 6	8 12 0
Lofty cranes—second-class	8 11 6	8 17 6	8 18 0	8 8 6
Lofty cranes—third-class	8 5 6	8 11 6	8 12 0	8 2 6
Cantilever cranes	8 11 6	8 17 6	8 18 0	8 8 6
Cranes transporting molten metal in foundries	8 4 0	8 10 0	8 10 6	8 1 0
Open hearth furnace crane	8 4 0	8 10 0	8 10 6	8 1 0
Steam travelling cranes	8 4 0	8 10 0	8 10 6	8 1 0
Other steam cranes	7 19 6	8 5 6	8 6 0	7 16 6
Grab cranes	8 4 0	8 10 0	8 10 6	8 1 0
Electric cranes not elsewhere included—				
Four motions and over	7 15 6	8 1 6	8 2 0	7 12 6
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser	7 12 0	7 18 0	7 18 6	7 9 0
Stationary jib; stationary jib hoist				
Traverser jib	7 16 0	8 2 0	8 2 6	7 13 0
Hydraulic stationary jib cranes				
Mobile cranes lifting capacity up to and including 3 tons	8 1 0	8 7 0	8 7 6	7 18 0
Over 3 tons and up to 5 tons	8 1 0	8 7 0	8 7 6	7 18 0
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s. 6d. per week up to 10 tons				
Fork lift driver	7 16 0	8 2 0	8 2 6	7 13 0
Cranes and hoists not elsewhere included ..	7 8 0	7 14 0	7 14 6	7 5 0
String cranes—five tons or less	7 0 0	7 6 0	7 6 6	6 17 0
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam) ..	8 3 0	8 9 0	8 9 6	8 0 0
Road roller (oil)	8 1 0	8 7 0	8 7 6	7 18 0
Traction engine (oil—50-brake h.p. or over)	8 3 0	8 9 0	8 9 6	8 0 6
Traction engine (oil—under 50-brake h.p.)	7 18 0	8 4 0	8 4 6	7 15 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor	7 13 0	7 19 0	7 19 6	7 10 0
Internal combustion traction motor	7 13 0	7 19 0	7 19 6	7 10 0
<i>Tow Motors.</i>				
Tow motor	7 7 0	7 13 0	7 13 6	7 4 0
G.—TRACTOR UNIT PLANT.				
<i>The provisions of this Division shall not apply to logging operations.</i>				
Tournapull	9 5 6	9 11 6	9 12 0	9 2 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under	7 18 0	8 4 0	8 4 6	7 15 0
(b) over 50-brake horse power	8 3 0	8 9 0	8 9 6	8 0 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under	8 3 0	8 9 0	8 9 6	8 0 0
(b) over 35-brake horse power to 70-brake horse power	8 13 0	8 19 0	8 19 6	8 10 0
(c) over 70-brake horse power	8 19 0	9 5 0	9 5 6	8 16 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s. <i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	8 3 0	8 9 0	8 9 6	8 0 0
Grader, single unit over 40-brake horse power	8 19 0	9 5 0	9 5 6	8 16 0
Grader, single unit 40-brake horse power and under	8 9 0	8 15 0	8 15 6	8 6 0
Concrete paver, single drum	7 18 0	8 4 0	8 4 6	7 15 0
H.—FIREMEN.				
Fireman	7 10 0	7 16 0	7 16 6	7 7 0
Fireman—first-class	7 15 0	8 1 0	8 1 6	7 12 0
Leading fireman—first class	8 2 0	8 8 0	8 8 6	7 19 0
Leading fireman—second-class	7 19 0	8 5 0	8 5 6	7 16 0
Locomotive fireman	7 13 0	7 19 0	7 19 6	7 10 0
I.—GREASERS.				
Greaser or oiler	7 6 0	7 12 0	7 12 6	7 3 0
Greaser or oiler—first-class	7 15 0	8 1 0	8 1 6	7 12 0
Trimmer	7 2 0	7 8 0	7 8 6	6 19 0
Fuelman	7 2 0	7 8 0	7 8 6	6 19 0
Engine cleaner	7 2 0	7 8 0	7 8 6	6 19 0
Boiler cleaner	7 2 0	7 8 0	7 8 6	6 19 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	8 2 0	8 8 0	8 8 6	7 19 0
All others	6 3 0	6 9 0	6 9 6	6 0 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. 6d. per week in lieu of payment under clause 14 for absences arising from sickness or accident.

3.

Additional Rates.

Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—

	s. d.
	15 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	
If under 16 years of age ..	25	0 6	1 9 6	1 9 6	1 11 6	1 9 0
If 16 years of age ..	33	0 9	1 19 6	1 19 6	2 1 6	1 18 6
If 17 years of age ..	60	1 0	3 11 0	3 11 0	3 15 0	3 9 6
If 18 years of age ..	75	2 0	4 9 6	4 9 6	4 14 6	4 7 6
If 19, but under 20 years of age ..	90	2 6	5 8 0	5 8 0	5 13 6	5 5 0

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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



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No. 169]

FRIDAY, FEBRUARY 25.

[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 February, 1949.

Dated at Melbourne, this
22nd day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

IRONMOULDERS BOARD.

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

2.

Adults.	For Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	8 11 6	8 18 0	8 8 6
5 and 6 inch, footman	8 3 0	8 9 6	8 0 0
4 inch and under, headman	8 6 0	8 12 6	8 3 0
4 inch and under, footman	7 16 0	8 2 6	7 13 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	7 13 6	8 0 0	7 10 6
Dresser of pipes, including dresser on emery wheels	7 13 0	7 19 6	7 10 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—	£ s. d.	£ s. d.	£ s. d.
5 and 6 inch, faucet	8 7 0	8 13 6	8 4 0
5 and 6 inch, spigot	7 16 0	8 2 6	7 13 0
4 inch and under, faucet	8 0 0	8 6 6	7 17 0
4 inch and under, spigot	7 12 0	7 18 6	7 9 0
Finishers and casters—			
5 and 6 inch	8 7 0	8 13 6	8 4 0
4 inch and under	8 0 0	8 6 6	7 17 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	8 15 0	9 1 6	8 12 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	7 11 0	7 17 6	7 8 0
2nd six months' experience	7 14 0	8 0 6	7 11 0
3rd six months' experience	7 17 0	8 3 6	7 14 0
Thereafter	8 2 0	8 8 6	7 19 0
Dresser and grinder (when using portable machine)	7 15 0	8 1 6	7 12 0
Dresser and grinder (other)	7 13 0	7 19 6	7 10 0
Furnaceman—cupola	8 0 0	8 6 6	7 17 0
Furnaceman—electric	7 19 0	8 5 6	7 16 0
Furnaceman—other	7 17 0	8 3 6	7 14 0
Assistant furnaceman	7 11 0	7 17 6	7 8 0
Loader and unloader of annealing furnace	7 11 0	7 17 6	7 8 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	7 11 0	7 17 6	7 8 0
(b) other	8 1 0	8 7 6	7 18 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 11 0	7 17 6	7 8 0

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

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

Leading Hands.

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

3. APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Wages Board, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Proportion.

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

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambol, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	25	..	0 9	1 10 0	1 11 6	1 9 0
2nd year	33	1 0	1 0	2 0 6	2 3 0	1 19 6
3rd year	50	1 6	1 6	3 1 6	3 4 6	3 0 0
4th year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
5th year	100 plus 6s.	2 0	3 0	6 8 0	6 14 6	6 5 0
<i>Four-year Terms—Apprentices commencing after the Age of 17 Years.</i>						
1st year	29	..	0 9	1 14 6	1 16 6	1 14 0
2nd year	50	1 0	1 6	3 1 0	3 4 0	2 19 6
3rd year	83	2 0	2 3	5 1 6	5 7 0	4 19 0
4th year	100 plus 6s.	2 0	3 0	6 8 0	6 14 6	6 5 0

An employee who is under 21 years of age on the expiration of his apprenticeship, and thereafter works as a minor in the occupation to which he has been apprenticed, shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(m) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable—		
					Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		s. d.	s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under three months' experience	65	3 0	..	6 0	4 5 0	4 9 6	4 3 0
All others	75	3 0	..	7 0	4 17 6	5 2 6	4 15 6
<i>II.—Junior Females.</i>							
17 years of age and under ..	40	1 0	..	3 6	2 11 6	2 14 0	2 10 0
18 years of age	47½	1 3	..	4 0	3 1 0	3 4 0	2 19 6
19 years of age	55	1 6	..	4 6	3 10 6	3 14 0	3 8 6
20 years of age	62½	2 0	..	5 0	4 0 0	4 4 0	3 18 0
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	1 0	2 0	1 12 6	1 14 6	1 12 0
16 years of age	33	0 9	1 9	2 6	2 3 6	2 6 0	2 2 6
17 years of age	60	1 0	3 0	5 0	3 19 0	4 3 0	3 17 6
18 years of age	75	2 0	4 0	8 0	4 19 6	5 4 6	4 17 6
19 years of age and over ..	90	2 6	4 6	7 0	5 19 6	6 5 0	5 16 6

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s. The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee :

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

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

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

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

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



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FRIDAY, FEBRUARY 25.

[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 February, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2 to 5 inclusive of the Determination published in *Government Gazette* No. 149 of the 12th March, 1948, shall be replaced by the following clauses:—

2.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES.						
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman	169 0	6 0	175 0	166 0	6 0	172 0
Carpenter on maintenance work	169 0	6 0	175 0	166 0	6 0	172 0
Coremaker, jobbing	169 0	6 0	175 0	166 0	6 0	172 0
Die maker (see "toolmaker")	164 6	5 0	169 6	161 6	5 0	166 6
Die setter	173 6	6 0	179 6	170 6	6 0	176 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	169 0	6 0	175 0	166 0	6 0	172 0
Electrical fitters	169 0	6 0	175 0	166 0	6 0	172 0
Electrical mechanic	169 0	6 0	175 0	166 0	6 0	172 0
Fitter and/or turner, tradesman	169 0	6 0	175 0	166 0	6 0	172 0
Ironworker, directly assisting tradesman (including iron- worker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	143 0	3 0	146 0	140 0	3 0	143 0
Jigmaker, in wood or metal	169 0	6 0	175 0	166 0	6 0	172 0
Machinist (metal), first class	169 0	6 0	175 0	166 0	6 0	172 0
Machinist (metal), second class	156 0	4 0	160 0	153 0	4 0	157 0
Machinist (metal), third class	148 0	3 0	151 0	145 0	3 0	148 0
Machinist (wood) (see "wood machinist").						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")	169 0	6 0	175 0	166 0	6 0	172 0
Panel worker, tradesman	183 0	5 0	188 0	180 0	5 0	185 0
Pattern maker						

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
<i>MALES—continued.</i>						
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	173 6	6 0	179 6	170 6	6 0	176 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work)	169 0	6 0	175 0	166 0	6 0	172 0
(b) On low pressure work	156 0	4 0	160 0	153 0	4 0	157 0
Saw doctor	173 6	6 0	179 6	170 6	6 0	176 6
Smith, tradesman	170 6	6 0	176 6	167 6	6 0	173 6
Template maker	175 0	6 0	181 0	172 0	6 0	178 0
Tool maker, tool hardener, and die maker (in wood or metal)	178 0	10 0	188 0	175 0	10 0	185 0
Tradesman, the greater part of whose time is occupied marking off	173 6	6 0	179 6	170 6	6 0	176 6
Trimmer, tradesman (on development work)	168 0	6 0	174 0	166 0	6 0	172 0
Turner (see "Fitter and/or turner").	173 6	5 0	178 6	170 6	5 0	175 6
Welder, first class	158 0	4 0	162 0	155 0	4 0	159 0
Welder, second class	148 0	3 0	151 0	145 0	3 0	148 0
Welder, third class	145 6	3 0	148 6	140 6	3 0	143 6
Welder, fourth class	164 6	5 0	169 6	161 6	5 0	166 6
Wood machinist, first class						
<i>Production.</i>						
Acid washer	153 0	3 0	156 0	150 0	3 0	153 0
Air hammer operator	158 0	4 0	162 0	155 0	4 0	159 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler/trim using tradesman's tools (trim)	145 0	3 0	148 0	142 0	3 0	145 0
Assembler (aero engine)	169 0	6 0	175 0	166 0	6 0	172 0
Assembler and/or wirer, chassis	152 0	3 0	155 0	149 0	3 0	152 0
Assembler, cushion and squab spring	149 0	3 0	142 0	146 0	3 0	149 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	158 0	4 0	162 0	155 0	4 0	159 0
Assembler of bodies or parts of bodies "on the line"	164 6	5 0	169 6	161 6	5 0	166 6
Assembler of chassis parts independently of main assembly	152 0	3 0	155 0	149 0	3 0	152 0
Assembler, windscreen frame	149 0	3 0	152 0	146 0	3 0	149 0
Axle maker	169 0	6 0	175 0	166 0	6 0	172 0
Axle turner	169 0	6 0	175 0	166 0	6 0	172 0
Band and/or jig sawyer, trim	158 0	4 0	162 0	155 0	4 0	159 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	160 0	5 0	165 0	157 0	5 0	162 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	148 0	3 0	151 0	145 0	3 0	148 0
Body maker, first class	169 0	6 0	175 0	166 0	6 0	172 0
Body maker, second class	164 6	5 0	169 6	161 6	5 0	166 6
Body moulder	152 0	3 0	155 0	149 0	3 0	152 0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine	156 6	4 0	160 6	153 6	4 0	157 6
(b) Not setting up machine	148 0	3 0	151 0	145 0	3 0	148 0
Chassis assembler (see "Assembler").						
Checker (chassis assembly and/or vehicle pre-delivery)	159 0	4 0	163 0	156 0	4 0	160 0
Cold setter	151 0	3 0	154 0	148 0	3 0	151 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	164 6	5 0	169 6	161 6	5 0	166 6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	164 6	5 0	169 6	161 6	5 0	166 6
Dipper and hanger (paint)	142 0	3 0	145 0	139 0	3 0	142 0
Dipper, solder or tin	148 0	3 0	151 0	145 0	3 0	148 0
Driller	144 0	3 0	147 0	141 0	3 0	144 0
Driller	146 0	3 0	149 0	143 0	3 0	146 0
Driller	148 0	3 0	151 0	145 0	3 0	148 0
Drop hammer smith— (a) When dies are not used	170 6	6 0	176 6	167 6	6 0	173 6
(b) When dies are used	148 0	3 0	151 0	145 0	3 0	148 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warramboul Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
Production—continued.						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	143 6	3 0	146 6	140 6	3 0	143 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim)	158 0	4 0	162 0	155 0	4 0	159 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	160 0	6 0	175 0	166 0	6 0	172 0
Electroplater, second class	156 0	4 0	160 0	153 0	4 0	157 0
Electroplater, third class	141 0	3 0	144 0	138 6	3 0	141 6
Enameller, bow socket	145 6	3 0	148 6	142 6	3 0	145 6
Enameller in colours and/or varnisher (finishing coat brush)	164 6	5 0	169 6	161 6	5 0	166 6
Folding machine operator	149 0	3 0	152 0	146 0	3 0	149 0
Frame operative (cushion and squabs)	149 0	3 0	152 0	146 0	3 0	149 0
Furnace brazor	156 6	4 0	160 6	153 6	4 0	157 6
Furnaceman	148 0	3 0	151 0	145 0	3 0	148 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	158 0	4 0	162 0	155 0	4 0	159 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	148 0	3 0	151 0	145 0	3 0	148 0
Grinder and/or buffer (metal) using portable machine	153 0	3 0	156 0	150 0	3 0	153 0
Guillotine machinist	149 0	3 0	152 0	146 0	3 0	149 0
Hammer driver, steam, pneumatic, or other power	143 6	3 0	146 6	140 6	3 0	143 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	138 0	3 0	141 0	135 0	3 0	138 0
Labourer assisting without using tools (chassis assembly)	138 0	3 0	141 0	135 0	3 0	138 0
Liner	164 6	5 0	169 6	161 6	5 0	166 6
Machinist (metal), first class	169 0	6 0	175 0	166 0	6 0	172 0
Machinist (metal), second class	156 0	4 0	160 0	153 0	4 0	157 0
Machinist (metal), third class	148 0	3 0	151 0	145 0	3 0	148 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	156 6	4 0	160 6	153 6	4 0	157 6
Marker-out or scriber (using patterns or templates)	147 0	3 0	150 0	144 0	3 0	147 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher and/or grinder	150 0	3 0	153 0	147 0	3 0	150 0
Painter, coach (brush)	164 6	5 0	169 6	161 6	5 0	166 6
Painter, spray (on coats other than priming)	164 6	5 0	169 6	161 6	5 0	166 6
Painter, spray and/or brush (on prime coats)	153 0	3 0	156 0	150 0	3 0	153 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	145 6	3 0	148 6	142 6	3 0	145 6
Painter's labourer	140 0	3 0	143 0	137 0	3 0	140 0
Panel beater, first class	169 0	6 0	175 0	166 0	6 0	172 0
Panel beater, second class	164 6	5 0	169 6	161 6	5 0	166 6
Panel edge turner	156 0	4 0	160 0	153 0	4 0	157 0
Panel fixer, metal	149 0	3 0	152 0	146 0	3 0	149 0
Panel machinist (other)	148 0	3 0	151 0	145 0	3 0	148 0
Panel worker, dent knocker and/or metal finisher	164 6	5 0	169 6	161 6	5 0	166 6
Paster (trim)	150 0	3 0	153 0	147 0	3 0	150 0
Petrol tank operative	150 0	3 0	153 0	147 0	3 0	150 0
Pickler	148 0	3 0	151 0	145 0	3 0	148 0
Plate glass beveller	160 0	5 0	165 0	157 0	5 0	162 0
Plate glass cutter	160 0	5 0	165 0	157 0	5 0	162 0
Plate glass driller	160 0	5 0	165 0	157 0	5 0	162 0
Plate glass grinder	145 6	3 0	148 6	142 6	3 0	145 6
Pleat stuffer	148 0	3 0	151 0	145 0	3 0	148 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	156 0	4 0	160 0	153 0	4 0	157 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	157 0	4 0	161 0	154 0	4 0	158 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	142 0	3 0	145 0	139 0	3 0	142 0
Press operator (light)	147 0	3 0	150 0	144 0	3 0	147 0
Process worker	142 0	3 0	145 0	139 0	3 0	142 0
Riveter on motor truck or wagon body	164 6	5 0	169 6	161 6	5 0	166 6
Riveter, chassis	152 0	3 0	155 0	149 0	3 0	152 0
Riveter, other (up to and including ½-in. rivet)	149 0	3 0	152 0	146 0	3 0	149 0
Rotary buff operator—						
(a) While doing dent knocking	164 6	5 0	169 6	161 6	5 0	166 6
(b) While not doing dent knocking on the line	158 0	4 0	162 0	155 0	4 0	159 0
Rotary shearing machinist	156 0	4 0	160 0	153 0	4 0	157 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	144 0	3 0	147 0	141 0	3 0	144 0
Screwer and/or tapper	143 6	3 0	146 6	140 6	3 0	143 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

VEHICLE BUILDING INDUSTRY BOARD.—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	148 0	3 0	151 0	145 0	3 0	148 0
Smith tradesmen	170 6	6 0	176 6	167 6	6 0	173 6
Solderer, "on the line"	164 6	5 0	169 6	161 6	5 0	166 6
Solderer not "on the line"	158 0	4 0	162 0	155 0	4 0	159 0
Solderer (on other than body work)	158 0	4 0	162 0	155 0	4 0	159 0
Spotter and/or toucher-up	164 6	5 0	169 6	161 6	5 0	166 6
Spray painter (see "Painter, spray").						
Spring fitter	169 0	6 0	175 0	166 0	6 0	172 0
Spring maker, cushion and squab	164 6	5 0	169 6	161 6	5 0	166 6
Spring maker, laminated	169 0	6 0	175 0	166 0	6 0	172 0
Spring maker, spiral (by hand)	156 6	4 0	160 6	153 6	4 0	157 6
Spring service worker	148 0	3 0	151 0	145 0	3 0	148 0
Squab and/or cushion maker	164 6	5 0	169 6	161 6	5 0	166 6
Stopper-up	152 0	3 0	155 0	148 0	3 0	151 0
Stove attendant, electric	149 0	3 0	152 0	146 0	3 0	149 0
Strap maker	148 0	3 0	151 0	145 0	3 0	148 0
Stretching machine operator	149 0	3 0	152 0	146 0	3 0	149 0
Striker	143 0	3 0	146 0	140 0	3 0	143 0
Tapper (see "Sewer and/or tapper").						
Tester	148 0	3 0	151 0	145 0	3 0	148 0
Timber kiln attendant	140 0	3 0	143 0	137 0	3 0	140 0
Timber orderman	147 0	3 0	150 0	144 0	3 0	147 0
Timber stacker	141 0	3 0	144 0	138 0	3 0	141 0
Toucher-up (see "Spotter and/or toucher-up").						
Transfer grainer	151 0	3 0	154 0	148 0	3 0	151 0
Trimmer, sectional (on the line)	160 0	5 0	165 0	157 0	5 0	162 0
Trimmer, sectional (off line)	156 0	4 0	160 0	153 0	4 0	157 0
Trimmer, tradesman (including cutter by hand)	164 6	5 0	169 6	161 6	5 0	166 6
Tube maker	145 6	3 0	148 6	142 6	3 0	145 6
Tyre fitter	145 6	3 0	148 6	142 6	3 0	145 6
Uni-shear operator	148 0	3 0	151 0	145 0	3 0	148 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyoman	151 0	3 0	154 0	148 0	3 0	151 0
Washer using phenyl, petrol, kerosene, &c.	143 0	3 0	146 0	140 0	3 0	143 0
Welder, "A" grade	173 6	5 0	178 6	170 6	5 0	175 6
Welder, "B" grade	166 0	5 0	171 0	163 0	5 0	168 0
Welder, federal aluminium	158 0	4 0	162 0	155 0	4 0	159 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	158 0	4 0	162 0	155 0	4 0	159 0
Welder, electric spot and butt	149 0	3 0	152 0	146 0	3 0	149 0
Wet rubber and/or polisher (paint)	153 0	3 0	156 0	150 0	3 0	153 0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	164 6	5 0	169 6	161 6	5 0	166 6
Wood machinist, second class	156 0	4 0	160 0	153 0	4 0	157 0
Writer	160 0	6 0	175 0	166 0	6 0	172 0
<i>Horse-drawn Vehicles.</i>						
Axle maker	164 6	5 0	169 6	161 6	5 0	166 6
Axle turner	164 6	5 0	169 6	161 6	5 0	166 6
Grainer	164 6	5 0	169 6	161 6	5 0	166 6
Nave mortise and boring machinist	147 0	3 0	150 0	144 0	3 0	147 0
Nave turner	159 0	4 0	163 0	156 0	4 0	160 0
Signwriter	164 6	5 0	169 6	161 6	5 0	166 6
Spoke lather	159 0	4 0	163 0	156 0	4 0	160 0
Spoke planer	159 0	4 0	163 0	156 0	4 0	160 0
Spoke tenoner	159 0	4 0	163 0	156 0	4 0	160 0
Spoke throater	159 0	4 0	163 0	156 0	4 0	160 0
Timber bender	159 0	4 0	163 0	156 0	4 0	160 0
Wheelwright and wheel maker	164 6	5 0	169 6	161 6	5 0	166 6
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	169 0	6 0	175 0	166 0	6 0	172 0
Pitman	156 6	4 0	160 6	153 6	4 0	157 6
Wheel grinder	156 6	4 0	160 6	153 6	4 0	157 6
Wheel turner	169 0	6 0	175 0	166 0	6 0	172 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Acetylene generator operator in charge of installation	152 0	3 0	155 0	149 0	3 0	152 0
Driver of chassis and/or new vehicle	142 0	3 0	145 0	139 0	3 0	142 0
Case maker	145 6	3 0	148 6	142 6	3 0	145 6
Case repairer	142 0	3 0	145 0	139 0	3 0	142 0

VEHICLE BUILDING INDUSTRY BOARD.—*continued.*

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding ; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 40 Hours.
	£ s. d.
For the first six months	4 4 0
Thereafter	4 13 6

	Per Week of 40 Hours
	£ s. d.
For the first six months	2 13 0
For the second six months	3 8 0
Thereafter until 21 years of age	4 3 0

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 - (ii) Trimmer (Production).
 - (iii) Axle maker.
 - (iv) Saw doctor.
- (b) Minors other than indentured apprentices shall not be kept at the following occupations :—
- (i) Electrical fitter.
 - (ii) Electrical mechanic.
 - (iii) Electro-plater, first class.
 - (iv) Fitter and/or turner.
 - (v) Metal machinist, first class.
 - (vi) Pattern maker.
 - (vii) Welder (first class only).
 - (viii) Body maker, first class.
 - (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 - (x) Tradesman panel worker and panel beater (first class).
 - (xi) Trimmer, development and/or repair work.
 - (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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

The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

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

If the apprentice when articulated is under the age of 17, five years ; if over the age of 17, four or five years at the option of the contracting parties.

(e) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

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

Wages.

(h) (a) Apprentices—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne ; 10 miles of the Geelong and Warrnambool Post Offices ; 5 miles of Chief Post Office at Mildura, and the Gippsland District.	All Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year	30 0	29 0
Second year	40 6	39 6
Third year	61 6	60 0
Fourth year	101 6	99 0
Fifth year	128 0	125 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	34 6	34 0
Second year	61 0	59 6
Third year	101 6	99 0
Fourth year	128 0	125 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

Sick Leave, Public Holidays, and Annual Leave.

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

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

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services shall not be deemed to begin until the said additional day or days shall have been served provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(o) No employer shall 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.

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

(q) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	31 6	31 0
16 years of age	44 6	43 6
17 " "	60 6	59 0
18 " "	76 0	74 6
19 " "	95 6	93 6
20 " "	114 6	111 6

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

Clauses, other than clauses 2 to 5 inclusive, of the said Determination shall remain in force.



VICTORIA
GOVERNMENT GAZETTE.

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No. 171]

FRIDAY, FEBRUARY 25.

[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 February, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clause 2 of Part I and clauses 22, 23 and 24 of Part II of the Determination published in *Government Gazette* No. 326 of the 17th July, 1947, shall be replaced by the following clauses:—

PART I.—Theatrical or Other Entertainments.

(OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both shall subject to reduction under clause 12 of this Determination be as set out hereunder.

—	Engaged by the Week.	Not on Tour.	On Tour.
		Per Week.	Per Week.
		£ s. d.	£ s. d.
(i)	Actor	7 12 0	8 9 6
(ii)	Actress	6 18 6	7 16 0
(iii)	Male engaged in the chorus or ballet	7 2 0	7 19 6
(iv)	Female engaged in the chorus or ballet	6 8 0	7 5 6
(v)	Supernumeraries engaged by the week shall be paid 6s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s.		
(vi)	Juvenile Rates—		
		Not on Tour.	On Tour.
		Per Week.	Per Week.
		£ s. d.	£ s. d.
(a)	<i>Males.</i>		
	Under 14 years of age and not within sub-clause (c) hereof	1 12 6	2 2 6
	14 years of age and under 16 years of age	2 7 6	2 17 6
	16 years of age and under 18 years of age	3 15 0	4 7 6
	18 years of age and under 21 years of age	4 10 0	5 5 0
(b)	<i>Females.</i>		
	Under 14 years of age and not within sub-clause (c) hereof	1 12 6	2 2 6
	14 years of age and under 16 years of age	2 7 6	2 17 6
	16 years of age and under 18 years of age	3 10 0	4 2 6
	18 years and under 20 years of age	4 5 0	5 0 0

(c) Children under 14 years of age who are engaged in pantomime who do not appear in the night performances shall be paid £1 per week and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children will be supplied by the employers; if the employer makes the costume it shall remain the employer's property but otherwise it shall be the property of the child.

(vii) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.

(viii) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional 5s. per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne 10s. per week shall be paid for that part instead of or in addition to the 5s. as the case may be.

(ix) A person who is attending rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid one half of the rates mentioned in sub-clause (a) (i), (ii), (iii), (iv) and (vi) (plus the full on tour allowance where applicable) for any week in which the number of hours worked at such rehearsals does not exceed 24 and full rates for any week in which such number of hours is 24 or more but if such period exceeds four weeks full rates shall be paid for each week in excess of four.

Engaged Casually.		Per Day.
		£ s. d.
(a)	Actors and Actresses	1 5 0
	Chorus and ballet male and female	1 0 0
<i>Juveniles, Male and Female.</i>		
	14 years and under 16 years of age	0 8 0
	16 years and under 18 years of age	0 12 0
	18 years and under 21 years of age	0 17 0
<p>The above rates include one rehearsal of one hour if required. For any number of performances above one on any one day for the same employer a further quarter of the above rates shall be paid for the second performance and full rate for each performance above two. If the employee be engaged by more than one employer on any one day the above full rates shall be paid by each employer. Performances at different places on the same day for the same employer shall not be deemed to be employment by different persons.</p>		
<i>Supernumeraries.</i>		Per Day.
		£ s. d.
	For attending a rehearsal and performance in one day	0 16 0
	For attending two performances in one day	0 15 0
	For attending a rehearsal only in one day	0 8 0
	For attending a performance only in one day	0 7 0

(b) An employee who lives in and is under casual engagement to perform any work at any place outside the metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the railway authorities therefor.

The employer shall provide reasonable accommodation at an hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d.

Should the total time of the outward and return journey of a casual employee travelling to and from employment outside the metropolitan area exceed 24 hours such employee shall be paid one half of the abovementioned rates for each period of 24 hours or part thereof in such excess in addition to the provision of lodging.

(c) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning or end of the tour to be paid *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked;

Provided that such employees whilst travelling on ship, if the employer provide passage, including bed and board, shall in respect only of each complete calendar day of such travelling be entitled only to one-twelfth of their weekly wage.

(d) Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

22. (a) These, whether actors, actresses, singers, vaudeville artists, comedians, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—	£ s. d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1 1 0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0 5 6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1 1 0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0 7 6

Musical presentations— <i>continued.</i>		£ s. d.
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.		
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0 10	6
Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour or "side."		
 "Legitimate" or "Straight" presentations—		
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1 1	0
Beyond one (1) hour on any one day for each quarter ($\frac{1}{4}$) of an hour or part thereof	0 5	6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1 1	0
Preliminary rehearsals in which no recording is done per hour or part thereof	0 10	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means		
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0 5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.		
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$) hours or part thereof of	0 5	0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid	9 5	0
For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.		
 <i>Provided that—</i>		
Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.		
If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.		
If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.		

COMMERCIAL ANNOUNCEMENTS.

	£ s. d.
23. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid	1 1 0
If used in more than one half ($\frac{1}{2}$) the aggregate number of announcements in any one hour, an additional amount of	0 10 6

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

24. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—		£ s. d.
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ($1\frac{1}{2}$) hours—per fifteen (15) minute broadcast	1 1	0
Rehearsal beyond one and a half ($1\frac{1}{2}$) hours on any one day, for every quarter ($\frac{1}{4}$) hour of part thereof	0 5	6
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1 1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.)	0 7	6
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of	0 10	6
Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour broadcast or performance.		
 "Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance		
Beyond one (1) hour on any one day for every quarter ($\frac{1}{4}$) of an hour or part thereof	0 5	6
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of	1 1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof	0 10	6
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0 5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus		
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$ hrs.) or part thereof	0 5	0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week— £ s d.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 9 5 0
For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 10 6

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses, other than clause 2 of Part I and clauses 22, 23 and 24 of Part II, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 172]

FRIDAY, FEBRUARY 25.

[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 February, 1949.

Dated at Melbourne, this
22nd day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 52 of the 28th January, 1949, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.		
	At Yallourn.	Other Parts of Victoria.	
	£ s. d.	£ s. d.	£ s. d.
File chisel whetter	8 1 0	8 7 6	7 18 0
File inspector—First class	7 16 0	8 2 6	7 13 0
File inspector (other)—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 10 0	7 16 6	7 7 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 16 0	8 2 6	7 13 0
File cutter—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 16 0	8 2 6	7 13 0
Hand hammer file forger—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 16 0	8 2 6	7 13 0
File tang roller—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 16 0	8 2 6	7 13 0
File compound controller	7 14 6	8 1 0	7 11 6
File edge grinder—			
(a) First three months' experience as such	7 8 0	7 14 6	7 5 0
(b) Thereafter	7 14 0	8 0 6	7 11 0
File side grinder—			
(a) First three months' experience as such	7 8 0	7 14 6	7 5 0
(b) Thereafter	7 14 0	8 0 6	7 11 0
File hardener—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 14 0	8 0 6	7 11 0
File point roller—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 14 0	8 0 6	7 11 0
File bar clipper—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 11 0	7 17 6	7 8 0
File roll flattener—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 11 0	7 17 6	7 8 0

Wages per Week of 40 hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippeland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File brander			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 11 0	7 17 6	7 8 0
Half round or round file grinder—			
(a) First three months' experience as such	7 8 0	7 14 6	7 5 0
(b) Thereafter	7 10 0	7 16 6	7 7 0
File tang and point trimmer			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 8 0	7 14 6	7 5 0
File miller—			
(a) First three months' experience as such	7 5 0	7 11 6	7 2 0
(b) Thereafter	7 10 0	7 16 6	7 7 0
File acider	7 10 0	7 16 6	7 7 0
File sand blaster	7 8 6	7 15 0	7 5 6
Semi-automatic hammer file forger	7 8 0	7 14 6	7 5 0
File straightener (hand)	7 8 0	7 14 6	7 5 0
File grinder (other)	7 8 0	7 14 6	7 5 0
File edge setter (machine or hand)	7 8 0	7 14 6	7 5 0
File stripper (machine or hand)	7 8 0	7 14 6	7 5 0
File chisel grinder	7 8 0	7 14 6	7 5 0
File cropper	7 8 0	7 14 6	7 5 0
File point grinder	7 8 0	7 14 6	7 5 0
File safe edger	7 8 0	7 14 6	7 5 0
File tang bluer	7 8 0	7 14 6	7 5 0
File anneal loader	7 6 0	7 12 6	7 3 0
File straightener (machine)	7 5 0	7 11 6	7 2 0
File counter	7 5 0	7 11 6	7 2 0
File drier	7 5 0	7 11 6	7 2 0
File oiler	7 5 0	7 11 6	7 2 0
File paster	7 5 0	7 11 6	7 2 0
File ringer	7 5 0	7 11 6	7 2 0
Other employees with not less than three months' experience in this industry	6 12 0	6 18 6	6 9 0
All others	6 6 0	6 12 6	6 3 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

- Automatic file blanking machine operator;
- File bar clipper;
- File brander;
- File cutter;
- File edge grinder;
- File hardener (where a fixture is used);
- File point roller;
- File roll flattener;
- File side grinder;
- File tang and point trimmer;
- File tang roller;
- Hand hammer file forger.

LEADING HANDS.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—
Wages per Week of 40 Hours.

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

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

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

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

- (c) Junior employees shall not be employed :—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles ;
using electric arc or oxy acetylene blow pipe.

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

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FRIDAY, FEBRUARY 25.

[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 February, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 20 of the 11th January, 1949, shall be replaced by the following clause:—

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

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

	£	s.	d.
(A2) Leaders—			
(i) Week's work	13	13	0
(ii) Each performance additional to the week's work	1	19	10
(A3) Principals—			
(i) Week's work	11	13	0
(ii) Each performance additional to the week's work	1	14	1
(A4) Week's work for other performers	10	1	0
(A5) Each performance additional to week's work	1	9	6
(A6) Pianist playing alone	11	13	0
(A7) Each performance additional to week's work	1	14	1
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 15s. 8d. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

	£	s.	d.
(A9) Leaders—each performance	2	8	6
(A10) Principals—each performance	2	0	7
(A11) Other performers—each performance	1	15	1
(A12) Pianist playing alone—each performance	2	0	7

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

Weekly Employees.

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

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

	£	s.	d.
(B2) Week's work of six performances	8	5	6
(B3) Each performance additional to week's work	1	8	3
(B4) Week's work of twelve performances	12	0	6
(B5) Each performance additional to week's work	1	0	2
(B6) Pianist playing alone—six performances	9	16	6
(B7) Each performance additional to week's work	1	13	5
(B8) Pianist playing alone—twelve performances	13	11	6
(B9) Each performance additional to week's work	1	3	9
(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—8s. 6d. per hour with minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—11s. 3d. per hour with a minimum payment as for two hours.			

Casual Employees.

(B12) Each performance other than by pianist playing alone	1	13	7
(B13) Each performance by pianist playing alone	1	19	9

(C) PICTURE SHOWS.

Weekly Employees.

- (C1) For the purpose of this sub-clause C—
- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
 - (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(C2) Week's work of six performances	7	11	0
(C3) Each performance additional to week's work	1	5	10
(C4) Week's work of twelve performances	10	14	6
(C5) Each performance additional to week's work	0	18	0
(C6) Pianist playing alone for six performances	9	2	0
(C7) Each performance additional to week's work	1	11	0
(C8) Pianist playing alone for twelve performances	12	5	6
(C9) Each performance additional to week's work	1	1	8
(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—7s. 11d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—10s. 3d. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(C12) Each performance	1	10	8
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(D) STAGE BANDS.

Weekly Employees.

- (D1) For the purpose of this sub-clause D—
- A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(D2) Week's work of six performances not to exceed 18 hours	6	6	0
(D3) Each performance additional to week's work	1	1	8
(D4) Week's work of six performances not to exceed 12 hours	4	4	11
(D5) Each performance additional to week's work	0	14	0

Casual Employees.

(D6) Each performance of three hours	1	5	8
(D7) Each performance of two hours	0	16	8

(E) BRASS AND REED BANDS.

Casual Employees.

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours	1	1	8

(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	4	19	11
(F2) Each performance additional to week's work	0	16	6
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	7	11	0

	£	s.	d.
(F4) Each performance additional to week's work	0	12	9
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	7	6	0
(F6) Each performance additional to week's work	1	5	0
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.			

Casual Employees.

(F10) An employee employed under (F1) not exceeding two hours shall be paid ..	0	19	8
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	1	10	8
(F12) An employee employed under (F5) not exceeding three hours shall be paid ..	1	9	8

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

Weekly Employees.

(G1) For the purpose of this sub-clause G—
A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G2) Week's work other than by pianist playing alone	7	18	0
(G3) Each performance additional to week's work	1	7	0
(G4) Week's work—pianist or other instrumentalist playing alone	9	0	0
(G5) Each performance additional to week's work	1	10	8

Casual Employees.

(G6) Each performance	1	12	1
(G7) Each performance—pianist or other instrumentalist playing alone ..	1	16	6

(H) CABARETS AND BALLROOMS.

Weekly Employees.

(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	14	18	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	11	8	6

Casual Employees.

(H3) Each performance not to exceed five hours	3	1	2
(H4) Each performance not to exceed four hours	2	7	3

(I) COFFEE LOUNGES.

Weekly Employees.

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. 10 10 6
 (I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday 10 5 2

Casual Employees.

(I3) Each performance not to exceed three hours	2	1	5
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(J) SKATING RINKS.

Weekly Employees.

(J1) For the purpose of this sub-clause J—
 (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.
 (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
 (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	7	11	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	1	5	10
(J4) Week's work of twelve long performances	10	14	6
(J5) Each performance additional to week's work and not to exceed three consecutive hours	0	18	0
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	8	11	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	0	14	5

Casual Employees.

(J8) Each performance	1	10	8
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(K) CASUAL EMPLOYEES GENERALLY.

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

(ii) Casual rates shall be adjustable.

(L) ORGANISTS.

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

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

(LA) CONDUCTOR-LEADERS.

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

(LB) LEADERS.

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

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

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

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

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

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

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

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

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

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

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

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

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

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

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE..

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

	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—			
(i) Commencing before 3 p.m., not to exceed two hours	0 13 8
(ii) Commencing before 3 p.m., not to exceed three hours	1 0 2
(iii) Commencing at or after 3 p.m., not to exceed two hours	0 16 11
(iv) Commencing at or after 3 p.m., not to exceed three hours	1 6 0
(O2) In any other work—			
(i) Commencing before 3 p.m., not to exceed two hours	0 10 5
(ii) Commencing before 3 p.m., not to exceed three hours	0 13 8
(iii) Commencing at or after 3 p.m., not to exceed two hours	0 13 8
(iv) Commencing at or after 3 p.m., not to exceed three hours	1 0 2
(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.			

Other Employees.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday .. .. .	..	..	11 13 0
(ii) Weekly employee, for each hour over 30 in the week .. .. .	..	..	0 8 3
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours .. .. .	..	..	0 9 9

(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday .. .. .	..	..	9 16 6
(ii) Weekly employee, for each hour over 30 in the week .. .. .	..	..	0 7 0
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours .. .. .	..	..	0 8 3

(P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

		<i>Weekly Employees.</i>		<i>£ s. d.</i>	
(P1)	Employee required to supply music .. .. .	..	..	extra	0 15 0
		<i>Casual Employees.</i>			
(P2)	Employee so required—per performance .. .. .	..	..	extra	0 5 0

(Q) HIGHER DUTIES.

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

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

(R) LOWER RATES MAY BE AGREED TO.

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

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

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

The following information is provided for the purpose of illustrating the format of the information to be provided in the report. The information is not intended to be used as a model for the report.

The information is provided in the form of a table. The table is divided into two main sections: the first section contains information on the general characteristics of the project, and the second section contains information on the specific activities of the project.

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VICTORIA
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No. 174]

FRIDAY, FEBRUARY 25.

[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 February, 1949.

Dated at Melbourne, this
22nd day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 63 of the 1st February, 1949, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
Under 16 years of age	<i>s. d.</i> 40 0	<i>s. d.</i> 33 9	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age	52 3	40 0	
17 " "	64 6	46 0	
18 " "	83 0	58 3	
19 " "	95 3	64 6	
20 " "	107 6	70 9	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 136s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 136s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 97s. 3d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 97s. 3d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 97s. 3d. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 97s. 3d. per week of 40 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3. ADULT MALES (OTHER THAN CABLE MAKING).

	Wages per Week of 40 Hours.		
	£	s.	d.
1. Employee engaged on any operation other than those set out hereunder	6	16	0
2. Sifter and/or drier of compounding ingredients	6	18	0
3. Operator in charge of drying machine	7	0	0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	7	3	0
5. Storeman and packer as defined herein not working in raw materials store	7	0	0
5A. Storeman and packer as defined herein working in raw materials store	7	2	0
6. Wrapper of goods made by wrapped process	6	18	0
7. Operator in charge of lead-covered hose stripping machine	7	0	0
8. Operator in charge of hose-making machine (wrapped process)	7	2	0
9. Helper on hose-making machine (wrapped process)	7	0	0
10. Lead-covering machine helper	7	0	0
11. Operator in charge of lead-covering machine (hose)	7	6	6
11A. Maker of vacuum-cleaner hose	7	2	0
12. Maker of wrapped hose by hand-made process	7	9	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	7	0	0
14. Operator on washing mill and/or grinding waste	7	0	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	7	2	0
16. Operator on cracker mill	7	0	0
17. Operator on mixing mill	7	9	0
18. Reclaimer or employee engaged on acid tank	7	0	0
19. Employee on digester machine	7	2	0
20. Spreader in charge of machine (not otherwise classified)	7	3	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	7	9	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	6	19	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	7	0	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	7	0	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	7	2	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	7	4	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	7	6	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	7	6	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	7	9	0
27. Inspector and/or examiner and/or tyre tester	7	2	0
28. Tester with water	6	16	0
28A. Operator employed on hand-skiving machine used in tyre construction	6	18	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	6	18	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	7	2	0
30. Operator in charge of cotton creels	7	2	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	7	0	0
32. Maker of packing	7	2	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	7	2	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	7	0	0
Second and third year	7	6	6
Thereafter	7	11	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	7	4	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	7	0	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	7	2	0
37A. Operator lasting up leather shoes	6	18	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	7	2	0

ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
	£ s d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	7 6 6
40. Operator on lathe engaged fashioning biased bowls	7 6 6
41. Operator dipping balloons and/or other dipped goods	7 2 0
42. Operator of rubber-thread cutting lathe	7 4 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	7 2 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	6 18 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 6 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 4 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 2 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	7 9 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	7 6 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	7 6 6
51. Operator engaged in making and/or moulding solid motor tyres	7 0 0
51A. Operator racking green motor tyres	6 18 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	7 2 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	7 4 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	7 6 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	7 3 0
56. Operator engaged on belt-making machine	7 0 0
57. Operator laying mats, tiles, or rubber flooring	7 9 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	7 9 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	7 2 0
60. Operator re-treading new tyres	7 0 0
61. Maker of air bags with extruded material	7 2 0
62. Maker of air bags (not otherwise classified)	7 9 0
62A. Operator buffing air bags	6 19 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	6 18 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	7 4 0
64. Operator in charge of forcing machine straining rubber	7 0 0
65. Operator in charge of textile cutting machine	7 2 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	7 0 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	7-11 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	7 2 0
69. First assistant on calender 48 inches and over	7 6 6
70. First assistant on calender under 48 inches	7 0 0
71. Operator in charge of calender 72 inches and under	7 18 0
72. Operator in charge of calender over 72 inches	8 3 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	7 7 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand	7 2 0
75. Storeman in charge of moulds	6 18 0
76. Operator engaged in mould burning	6 18 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	7 0 0
(b) other	7 2 0
78. Operator joining and/or repairing fabric liners	6 18 0
79. Operator cutting raw rubber by machine or press	6 18 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	7 2 0

ADULT MALES (CABLE MAKING).

81. Operator engaged in any operation other than those for which a margin is fixed hereunder	6 16 0
82. Operator on mixing mill	7 9 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	7 2 0
84. Heaterman in charge of curing pan and/or dry heater	7 2 0
85. Operator in charge of forcing machine	7 4 0
86. First assistant on calender 48 inches and over	7 6 6
87. First assistant on calender under 48 inches	7 0 0
88. Operator in charge of calender 72 inches and under	7 18 0
89. Operator in charge of calender over 72 inches	8 3 0
90. Fine wire-drawing machine operator	7 2 0
91. Medium wire-drawing machine operator	7 2 0
92. Wire-drawing (tandem) machine operator	7 2 0
93. Annealing furnace operator	7 2 0
94. Pickling plant operator	7 0 0
95. Wire-winding machine operator	7 0 0
96. Fine wire-tinning machine operator	7 0 0
97. Medium wire-tinning machine operator	7 2 0
98. Assisting tinning-machine operator	7 0 0
99. Bunching machine operator	7 0 0
100. Stranding and/or armouring machine operator	7 2 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	7 0 0
102. Lapping machine operator	7 2 0
103. Longitudinal machine operator	7 2 0

ADULT MALES (CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
	£ s. d.
104. Longitudinal machine assistant	7 0 0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	7 0 0
106. Laying up machine operator	7 2 0
107. Laying up machine assistant	7 0 0
108. Repairer of cables	7 2 0
109. Spark testing machine operator	7 2 0
110. Tank test attendant	7 0 0
111. Operator employed jointing cables	7 2 0
112. Operator on waxing and/or compounding and/or impregnating machine	7 2 0
113. Helper on waxing and/or compounding and/or impregnating machine	7 0 0
114. Lacquering machine operator	7 2 0
115. Lacquering machine helper	7 0 0
116. Lead press operator for cables	7 6 6
117. Lead press assistant for cables	7 0 0
118. Lead stripping machine operator for cables	7 0 0
119. Marking machine operator	7 2 0
120. Rubber slitting machine operator	7 2 0
121. Rubber slitting machine helper	7 0 0
122. Taping and/or de-taping machine operator	7 0 0
123. Inspector and/or examiner of cables	7 2 0

ADULT FEMALES.

	Wages per Week of 40 Hours.
	£ s. d.
All adult females	4 17 3

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



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No. 175]

FRIDAY, FEBRUARY 25.

[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 February, 1949.

Dated at Melbourne, this
24th day of February, 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. 9 of the 7th January, 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 Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman	8 3 0	8 0 0
Journeywomen	5 8 3	5 6 0

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) 3/6 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 Warrnambool 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	37 0	36 0
Second year's experience	43 0	42 0
Third year's experience	61 6	60 0
Fourth year's experience	98 6	96 0
Fifth year's experience	123 0	120 0
Four-year terms—		
First year's experience	37 0	36 0
Second year's experience	61 6	60 0
Third year's experience	98 6	96 0
Fourth year's experience	123 0	120 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 whiphong 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 Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 0	36 0
16 and under 17 years of age	49 3	48 0
17 and under 18 years of age	61 6	60 0
18 and under 19 years of age	73 9	72 0
19 and under 20 years of age	98 6	96 0
20 and under 21 years of age	123 0	120 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 Murrumbidgee and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	<i>s. d.</i> 37 0	<i>s. d.</i> 36 0
16 and under 17 years of age	46 0	45 0
17 and under 18 years of age	52 3	51 0
18 and under 19 years of age	58 6	57 0
19 and under 20 years of age	64 6	63 0
20 and under 21 years of age	80 0	78 0

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.

