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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

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No. 224]

FRIDAY, MARCH 4.

[1949

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## PROROGUING THE PARLIAMENT OF VICTORIA.

### PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

**W**HEREAS the Parliament of Victoria stands adjourned until such day and hour as may be fixed by the President of the Legislative Council and by the Speaker of the Legislative Assembly respectively: Now I, the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia, do by this my Proclamation prorogue the said Parliament of Victoria until Tuesday, the twenty-ninth day of March, 1949.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this fourth day of March, in the year of our Lord One thousand nine hundred and forty-nine, and in the thirteenth year of the reign of His Majesty King George VI.

(L.S.)

E. F. HERRING.

By His Excellency's Command,

T. T. HOLLWAY,  
Premier.

GOD SAVE THE KING!





VICTORIA  
GOVERNMENT GAZETTE.

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No. 225]

FRIDAY, MARCH 4.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

NOTE.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

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 persons employed as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

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

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

| (a)   |      |  |
|---|------|--|
| Apprentices or Improvers.   |      | Juveniles.   |
| Wages.<br>Per Week of 40 Hours.   |      | Wages.<br>Per Week of 40 Hours.  |
| s. d.   |      | s. d.  |
| 1st year } .. .. .  | 92 1 | Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools; (b) as toolsmith's assistant .. .. . 93 2 |
| 2nd year }  |      |  |
| 3rd year }  |      |  |
| PROPORTION.   |      |  |
| Apprentices.  |      |  |
| One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified". |      |  |
| Improvers.  |      |  |
| One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".   |      |  |

All Other Employees.

(b) (i) Day shift:—

|  | Wages Per Week<br>of 40 Hours. |
|--|--------------------------------|
|  | £ s. d.                        |
| Borer, leading (i.e., employee in charge of borers testing the ground)   | 8 0 6                          |
| Borer testing ground   | 7 13 0                         |
| Cement gun nozzle operator   | 8 3 0                          |
| Concrete floater   | 8 0 6                          |
| Concrete gauger, mixer, or handler                                       | 7 13 0                         |
| Concrete mixer-driver doing repairs                                      | 8 4 0                          |
| Concrete mixer-driver not doing repairs                                  | 7 18 0                         |
| Concrete patcher   | 8 0 6                          |
| Compressor employee in charge doing repairs                              | 8 4 0                          |
| Compressor employee in charge not doing repairs                          | 7 18 0                         |
| Foreman's assistant  | 7 13 0                         |
| Hammer and drill hand  | 7 18 0                         |
| Jumperman  | 7 13 0                         |
| Leading hand in charge of six to ten other employees                     | 8 8 0                          |
| Leading hand in charge of more than ten other employees                  | 8 13 0                         |
| Live sewer worker  | 9 3 0                          |
| Machine borer  | 8 5 8                          |
| Manhole builder  | 8 8 0                          |
| Manhole sinker (any shape)   | 8 3 0                          |
| Leading pipe layer and/or leading jointer                                | 8 5 6                          |
| Pipe layer and/or jointer  | 8 3 0                          |
| Pitcher setter   | 7 18 0                         |
| Ploughman  | 7 18 0                         |
| Ploughman's assistant  | 7 8 0                          |
| Pneumatic pick or scabbler or vibrator user                              | 8 3 0                          |
| Powder monkey  | 8 8 0                          |
| Pump employee in charge of pump pumping water and doing repairs          | 7 13 0                         |
| Reinforcement placer or wiper  | 7 13 0                         |
| Renderer in open drains  | 8 13 0                         |
| Renderer in pipes, tunnels, or covered drains                            | 9 5 8                          |
| Rigger's assistant, vent erecting  | 7 18 0                         |
| Rigger in charge, vent erecting or dismantling                           | 8 8 0                          |
| Scoop filler   | 7 13 0                         |
| Sinker—with less than three months' experience                           | 7 13 0                         |
| Sinker (other than manhole sinker) with three months' experience or over | 7 18 0                         |
| Slurry refiller  | 7 8 0                          |
| Timber drawer in drives or working below 12 feet in shafts               | 7 18 0                         |
| Timber cutter, preparer or measurer                                      | 7 18 0                         |
| Timberman, timbering in trenches immediately behind power excavator      | 8 8 0                          |
| Toolsmith  | 7 18 0                         |
| Topman   | 7 8 0                          |
| Trimmer, leading (i.e., an employee in charge of trimmers)               | 8 3 0                          |
| Trimmer, other than leading trimmer                                      | 8 0 6                          |
| Tunneller including an employee excavating in drives                     | 7 18 0                         |
| Vent erector or dismantler   | 7 13 0                         |
| Windlass hand, working alone on tripod windlass                          | 7 13 0                         |
| Windlass hand—other  | 7 8 0                          |
| Employee not elsewhere classified  | 7 8 0                          |

(ii) afternoon and night shift.

The wages rates provided in clause 2 (b) (i) plus an additional 5s. per shift.

FARES AND TRAVELLING TIME ALLOWANCE.

3. (a) *Metropolitan*.—The following payments shall be made in lieu of fares and travelling time when the place of work is within the radii named from the G.P.O., at the corner of Bourke and Elizabeth-streets, Melbourne:—

|                                      |                  |
|--------------------------------------|------------------|
| Up to and including 12 miles         | 2s. per day.     |
| Over 12 miles and including 20 miles | 2s. 6d. per day. |
| Over 20 miles and including 30 miles | 3s. per day.     |

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) *Country*.—On country work where camping facilities are not provided and travel cannot be made by a public conveyance, an employee required to travel to and/or from the place of work shall, unless a conveyance be provided by the employer (free of charge), be paid allowances in accordance with the following scale:—

|   |              |
|---|--------------|
| Two miles each way but not more than 5 miles each way | 1s. per day. |
| Over 5 miles each way                                 | 2s. per day. |

(c) *Employees of Provincial Sewerage Authorities*.—Where the workman is compelled to travel to or from his work in excess of two miles from the centre of the municipality, he shall be paid ordinary rates for the time so spent in travelling, provided always that the parties may agree to starting points other than the centre of the municipality.

Provided further that where more than one starting point is fixed, each employee shall be attached to one starting point only, provided that such employee may be transferred to another starting point at any time by agreement.

When an employee travels to and from his home by vehicle drawn by a heavy dray horse, the time allowed for travelling shall be computed at the rate of four miles per hour. When an employee travels on a bicycle, or by a light horse, or by a vehicle drawn by a light horse, the time allowed for travelling shall be computed at the rate of eight miles per hour.

Should an employee have to walk to and from his work, the time allowed for travelling shall be computed at the rate of three miles per hour.

Where an employee is sent from one place to another and cannot reasonably return to his home each night, he shall be paid an allowance of 10s. per day or part thereof for the first five days and 45s. per week thereafter, except where board and lodging are provided by the employer.

## ADDITIONAL ALLOWANCES.

4. (a) *Depth Allowance*.—Any person classified as an apprentice, improver, juvenile worker, topman, or an employee not elsewhere classified working at a depth of 8 feet or more, and any other employee working at a depth of 16 feet or more shall be paid an additional 3d. per hour.

(b) *Compressed Air Work*.—An employee working in an airlock or compressed air up to 20 lbs. per square inch pressure, 3s. per eight hour shift. The working hours and conditions shall be those prescribed by the Standards Association Code for work in compressed air.

(c) *Plan Allowance*.—An employee, provided he is not in charge of six or more employees, engaged on work for which he is supplied with a plan, shall be paid an additional 1s. 6d. per day.

(d) *Special Trimmer*.—A trimmer engaged in trimming an excavation where concrete is to be placed directly against the bottom, sides, or roof of the excavation or user of pneumatic pick while engaged in trimming—6d. per day.

(e) *Wet Pay*.—An employee who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employee's clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, shall be paid an additional 2s. per day or portion of a day.

The payment of this allowance shall relieve an employer from any liability to supply such an employee with rubber boots.

(f) *Work in Rain*.—An employee required to work in heavy rain, 2s. per day. (Rain shall be deemed to be heavy when, if the employee works therein as required, his clothing shall become saturated.)

The payment of this allowance shall relieve an employer from any liability to supply such an employee with rubber boots.

(g) *Slurry Refiller*.—A slurry refiller when so engaged shall not be entitled to wet pay but shall receive an additional 1s. 4d. per day or portion of a day.

(h) *Bicycle Allowance*.—An employee required to use his bicycle in the course of his duties shall be paid an allowance of 1/- for each day or part thereof on which he is required to use such bicycle.

## CONTRACTORS' EMPLOYEES.

5. *Allowance in lieu of Payment for Holidays*.—Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clause 9.

|                          |    |    |    |    |    |    |    |                    |
|--------------------------|----|----|----|----|----|----|----|--------------------|
| Apprentices or Improvers | .. | .. | .. | .. | .. | .. | .. | 3s. 7d. per week.  |
| Juvenile Workers         | .. | .. | .. | .. | .. | .. | .. | 3s. 10d. per week. |
| All other Employees      | .. | .. | .. | .. | .. | .. | .. | 7s. 6d. per week.  |

## WORKING HOURS.

6. (a) Except as in this Determination otherwise provided, the ordinary weekly total hours shall be 40.

(b) Such hours shall be worked continuously except for meal-breaks from Monday to Friday between the hours of 7 a.m. and 5.30 p.m.

(c) Hours, not overtime, worked before or after the ordinary starting or finishing time shall be paid for at time and one half rates.

(d) Where special circumstances exist and a majority of employees desire to work longer hours on any day they may, subject to the consent of the employer and the consent of the union secretary, be permitted to do so without payment of any penalty rate provided the longer hours so worked on any one day do not exceed two (2) and the prescribed working week of 40 hours.

## SHIFTS.

7. The employer may require employees to work such ordinary weekly total on a shift or relay being one of either two or three shifts or relays worked in the 24 hours, but only subject to the following conditions:—

(a) Each shift shall be worked in one period with no break except for recognized meal or smoke-oh intervals.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval as that which day workers receive under this Determination he shall be allowed twenty minutes crib time, to be paid for as ordinary working time.

(c) For work done at any time during a shift, which shift comprises within its period any time falling within the time beginning at 7 p.m. and ending at the next following 6 a.m., the ordinary rate of pay shall be increased by five shillings.

(d) Where practicable, shifts shall be changed in rotation each week.

## OVERTIME.

8. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily total hours of work shall be paid for at one and a half times the ordinary prescribed rate for the first two hours, and at double the ordinary prescribed rate for all time thereafter.

(b) An employee recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, shall be paid a minimum of two hours' pay at the rate of time and a half.

## PAYMENT FOR HOLIDAYS.

9. All employees other than those employed by Contractors shall be entitled to the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and Anzac Day (except when Anzac Day falls on a Sunday). 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.

Provided further that for employees employed at work beyond a radius of 25 miles of the General Post Office, Melbourne, another day may, by agreement between the employer and the Union, be substituted for Melbourne Cup Day.

## SPECIAL RATES.

10. An employee required to work on a Sunday or on any holiday other than Melbourne Cup Day prescribed in clause 9 shall be paid at double the ordinary prescribed rate. An employee required to work on Melbourne Cup Day shall be paid at ordinary rates for work done on such day, but shall be granted a day off, without deduction of pay, in lieu of such holiday.

## ANNUAL HOLIDAY.

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

## SICK PAY.

12. (a) An employee employed by the week who is absent from work on account of personal illness or injury by accident for which he is not entitled to workers' compensation shall, on production within twenty-four hours of evidence of his illness or injury satisfactory to his employer, be entitled to leave of absence on the prescribed rate of pay for a period of one week of working time in any one year. Such sick leave shall be cumulative.

(b) Notwithstanding the provisions of sub-clause (a) hereof an employee after one month of service shall be entitled to one day's sick leave.

## PAYMENT OF WAGES.

13. All employees shall be paid weekly.

## MEAL ALLOWANCE.

14. An employee required to work overtime for two hours or more without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s. 6d., or if the work extends into a second meal hour, 5s. for the two meals, but such payment need not be made to employees living in the same locality as the job who can reasonably return home for meals.

**MINIMUM PAYMENT.**

15. An employee who starts work on any day shall be entitled to a minimum of two hours' pay.

**MIXED FUNCTIONS.**

16. (a) With the exception of live sewer work, an employee engaged for more than two hours in any one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for the whole of such day. If he works for two hours or less in such higher classification he shall be paid at the higher rate for the time so worked.

(b) Live sewer work shall be paid for at the live sewer rate with a minimum payment of two hours at the live sewer rate.

(c) In the event of live sewer work being of an unusually offensive nature, the effects of which are experienced by the employee after such live sewer work has ceased, such an employee shall be paid at the live sewer rate from the time the work is commenced until the completion of the day's work.

(d) The decision as to the operation of sub-clause (c) above shall be made by the Inspector or other person in charge of the job, if necessary, after consultation with the Union representative on the job.

**EMPLOYEE PRESENTING HIMSELF FOR WORK.**

17. An employee who presents himself for work and who is not permitted by the employer to commence work on that day for any of the following reasons, namely—wet weather, waiting until shafts are bailed out, shortage of materials, or any other reasons over which the employee has no control, shall be paid:—

(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day.

**EMPLOYEE ON JUMP UPS.**

18. (a) An employee working on jump ups shall be supplied with assistance.

(b) An employee working on a House Branch Sewer for which a separate plan has been issued shall when the excavation reaches a depth of six feet or more be provided with assistance.

**CHANGE HOUSE.**

19. (a) Where two men are employed the employer shall provide canvas shelter covers.

(b) Where three or more men are employed, the employer shall provide a sufficiently roomy and enclosed roofed structure for the use of employees.

**FIRST-AID OUTFIT.**

20. A first-aid outfit shall be provided on all jobs by the employer.

**SANITARY ACCOMMODATION.**

21. The employer shall satisfy himself that reasonable sanitary facilities are available on all jobs and where necessary make provision for such facilities.

**PROVISION OF STAGE OR WINDLASS.**

22. An employee engaged on shaft sinking shall be provided with a stage or windlass at a suitable depth having regard to the nature of the ground. The determination of a suitable depth for the provision of such stage or windlass shall be made by the Inspector or other person in charge of the job, if necessary, after consultation with the Union representative on the job.

**SHEETING SHAFTS.**

23. All shafts sunk in sandy country to a greater depth than 8 feet shall be sheeted.

**TOOLS.**

24. The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

**SUPPLY OF FIREWOOD.**

25. The employer shall provide, free of cost, an adequate supply of firewood on all jobs.

**REST PERIODS.**

26. Two rest periods, each of seven and a half minutes duration, shall be granted each day without deduction of pay at times convenient to the employer's representative in charge of the work.

**DEFINITIONS.**

27. (a) *Live Sewer Work.*—Live sewer work is work carried out in situations where there is direct aerial connexion with a sewer through which sewage is flowing. Where aerial connexion with such sewer is blocked by a disc, plug, water seal, or other means, the live sewer rate shall not apply.

(b) *Slurry Refiller.*—A slurry refiller is an employee who by means of hand tools mixes soil with water to a suitable consistency and/or shovels the resultant mixture into an excavation.

(c) *Renderer.*—A renderer is an employee who applies by hand a continuous coat of cement mortar to a brick, masonry, or set concrete surface, and finishes it to a true and smooth surface by means of a trowel or float.

(d) *Trimmer.*—A trimmer is an employee who, after the bulk of the material to be excavated has been removed, trims the balance of the excavation to the correct line, grade, or cross section.

**PERIODICAL ADJUSTMENT OF WAGES.**

28. The wages rates for other employees set out in clause 2 are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 29.

Provided that the rates for improvers and juvenile workers shall be adjusted proportionately to the basic wage, such adjustments to be to the nearest penny, half or less than half of one penny to be disregarded.

*Basic Wage.*

| Place.                           | Needs Basic Wage (Adjustable). | Loading (Constant). | Total Basic Wage. | Index Number Set Assigned. |
|----------------------------------|--------------------------------|---------------------|-------------------|----------------------------|
| Throughout the State of Victoria | £ s. d.<br>5 17 0              | s. d.<br>6 0        | £ s. d.<br>6 3 0  | Melbourne                  |

## ADJUSTMENT OF BASIC WAGE.

29. (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 May, 1949, the amounts of the basic wage shall be as prescribed in clause 28.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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.

## MARGINAL RATES.

30. In addition to the basic wage provided in clause 28 the margins set out in this clause shall be the minimum rate payable to employees therein provided:—

| Classification.  | Margins Per Week. |    |    |
|--|-------------------|----|----|
|  | £                 | s. | d. |
| Borer, leading (i.e., employee in charge of borers testing the ground)   | 1                 | 17 | 6  |
| Borer testing ground   | 1                 | 10 | 0  |
| Cement gun nozzle operator   | 2                 | 0  | 0  |
| Concrete floater   | 1                 | 17 | 6  |
| Concrete gauger, mixer or handler  | 1                 | 10 | 0  |
| Concrete mixer-driver doing repairs                                      | 2                 | 1  | 0  |
| Concrete mixer-driver not doing repairs                                  | 1                 | 15 | 0  |
| Concrete patcher   | 1                 | 17 | 6  |
| Compressor employee in charge doing repairs                              | 2                 | 1  | 0  |
| Compressor employee in charge not doing repairs                          | 1                 | 15 | 0  |
| Foreman's assistant  | 1                 | 10 | 0  |
| Hammer and drill hand  | 1                 | 15 | 0  |
| Jumperman  | 1                 | 10 | 0  |
| Leading hand in charge of six to ten other employees                     | 2                 | 5  | 0  |
| Leading hand in charge of more than ten other employees                  | 2                 | 10 | 0  |
| Live sewer worker  | 3                 | 0  | 0  |
| Machine borer  | 2                 | 2  | 6  |
| Manhole builder  | 2                 | 5  | 0  |
| Manhole sinker (any shape)   | 2                 | 0  | 0  |
| Leading pipe layer and/or leading jointer                                | 2                 | 2  | 6  |
| Pipe layer and/or jointer  | 2                 | 0  | 0  |
| Pitcher setter   | 1                 | 15 | 0  |
| Ploughman  | 1                 | 15 | 0  |
| Ploughman's assistant  | 1                 | 5  | 0  |
| Pneumatic pick or scabbler or vibrator user                              | 2                 | 0  | 0  |
| Powder monkey  | 2                 | 5  | 0  |
| Pump employee in charge of pump pumping water and doing repairs          | 1                 | 10 | 0  |
| Reinforcement placer or wrier  | 1                 | 10 | 0  |
| Renderer in open drains  | 2                 | 10 | 0  |
| Renderer in pipes, tunnels, or covered drains                            | 3                 | 2  | 6  |
| Rigger's assistant, vent erecting  | 1                 | 15 | 0  |
| Rigger in charge, vent erecting or dismantling                           | 2                 | 5  | 0  |
| Scoop filler   | 1                 | 10 | 0  |
| Sinker—with less than three months' experience                           | 1                 | 10 | 0  |
| Sinker (other than manhole sinker) with three months' experience or over | 1                 | 15 | 0  |
| Slurry refiller  | 1                 | 5  | 0  |
| Timber drawer in drives or working below 12 feet in shafts               | 1                 | 15 | 0  |
| Timber cutter, preparer or measurer                                      | 1                 | 15 | 0  |
| Timberman, timbering in trenches immediately behind power excavator      | 2                 | 5  | 0  |
| Toolsmith  | 1                 | 15 | 0  |
| Topman   | 1                 | 5  | 0  |
| Trimmer, leading (i.e., an employee in charge of trimmers)               | 2                 | 0  | 0  |
| Trimmer, other than leading trimmer                                      | 1                 | 17 | 6  |
| Tunneller including an employee excavating in drives                     | 1                 | 15 | 0  |
| Vent erector or dismantler   | 1                 | 10 | 0  |
| Windlass hand, working alone on tripod windlass                          | 1                 | 10 | 0  |
| Windlass hand, other   | 1                 | 5  | 0  |
| Employee not elsewhere classified  | 1                 | 5  | 0  |

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

J. W. RYAN, Secretary.

Melbourne, 17th January, 1949.







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 226]

FRIDAY, MARCH 4.

[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  
2nd day of March, 1949.

RAY. H. BEERS,  
Secretary for Labour.

## WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 80 of the 9th February, 1949, shall be replaced by the following clause:—

2. (a)

### JUNIORS.

#### WAGES PER WEEK OF 40 HOURS.

| MALES.                |    |    |    | FEMALES. |    |   |                       |    |    |    |   |    |   |
|-----------------------|----|----|----|----------|----|---|-----------------------|----|----|----|---|----|---|
|                       |    |    |    | £ s. d.  |    |   |                       |    |    |    |   |    |   |
| Under 16 years of age | .. | .. | .. | 2        | 1  | 6 | Under 16 years of age | .. | .. | .. | 2 | 1  | 6 |
| 16 years of age       | .. | .. | .. | 2        | 8  | 0 | At 16 years of age    | .. | .. | .. | 2 | 7  | 0 |
| 16½                   | "  | "  | .. | 2        | 12 | 0 | At 16½                | "  | "  | .. | 2 | 11 | 0 |
| 17                    | "  | "  | .. | 2        | 17 | 6 | At 17                 | "  | "  | .. | 2 | 16 | 6 |
| 17½                   | "  | "  | .. | 3        | 3  | 0 | At 17½                | "  | "  | .. | 3 | 2  | 0 |
| 18                    | "  | "  | .. | 3        | 14 | 6 | At 18                 | "  | "  | .. | 3 | 6  | 6 |
| 18½                   | "  | "  | .. | 4        | 3  | 0 | At 18½                | "  | "  | .. | 3 | 12 | 0 |
| 19                    | "  | "  | .. | 4        | 10 | 0 | At 19                 | "  | "  | .. | 3 | 16 | 6 |
| 19½                   | "  | "  | .. | 5        | 1  | 6 | At 19½                | "  | "  | .. | 4 | 1  | 6 |
| 20                    | "  | "  | .. | 5        | 7  | 6 | At 20                 | "  | "  | .. | 4 | 6  | 0 |
| 20½                   | "  | "  | .. | 5        | 13 | 0 | At 20½                | "  | "  | .. | 4 | 12 | 0 |

#### PROPORTION (within any factory).

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

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

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

(d)

## OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.

Woolen and Worsted Section.

|   |    | ADULT MALES. |    | £ | s. | d. |
|---|----|--------------|----|---|----|----|
| Assistant foreman and/or overlooker   | .. | ..           | .. | 7 | 12 | 0  |
| Wool Sorting and Wool Scouring and Carbonising Department—  |    |              |    |   |    |    |
| Wool sorters  | .. | ..           | .. | 8 | 6  | 6  |
| Neutraliser attendant overlooking bowls in carbonizing plant  | .. | ..           | .. | 7 | 16 | 6  |
| Wool scourers and/or carbonisers (other than foremen) responsible for mixing of liquor and working of bowls | .. | ..           | .. | 7 | 14 | 0  |
| Neutraliser attendant   | .. | ..           | .. | 7 | 11 | 0  |
| Acid bowl attendant   | .. | ..           | .. | 7 | 11 | 0  |
| Burr crushing machine attendant   | .. | ..           | .. | 7 | 8  | 0  |
| Truckers, pressers, and/or storemen substantially employed as such  | .. | ..           | .. | 7 | 8  | 0  |
| Wool top packers  | .. | ..           | .. | 6 | 18 | 0  |
| All other machine operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |
| Waste Room—   |    |              |    |   |    |    |
| Leading hand  | .. | ..           | .. | 7 | 3  | 0  |
| Operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |
| Wiley House—  |    |              |    |   |    |    |
| Leading hand  | .. | ..           | .. | 7 | 3  | 0  |
| Teasing machine or batch floor operators and/or attendants  | .. | ..           | .. | 6 | 18 | 0  |
| Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—  |    |              |    |   |    |    |
| Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants)     | .. | ..           | .. | 7 | 4  | 0  |
| Leading hands   | .. | ..           | .. | 7 | 3  | 0  |
| Machine operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |
| Conditioning house employees (wherever employed)  | .. | ..           | .. | 6 | 14 | 0  |
| Carding Department—   |    |              |    |   |    |    |
| Head fettler (leading hand in carding room)   | .. | ..           | .. | 7 | 3  | 0  |
| Fettlers  | .. | ..           | .. | 6 | 19 | 0  |
| All other machine operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |
| Combing Department—   |    |              |    |   |    |    |
| Comb mechanic   | .. | ..           | .. | 7 | 1  | 0  |
| Combing and backwash machine operators  | .. | ..           | .. | 6 | 19 | 0  |
| All other machine operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |
| Drawing, Spinning, Twisting and Winding (including Weft) Departments—                                       |    |              |    |   |    |    |
| Men in charge of one pair of spinning mules—  |    |              |    |   |    |    |
| Worsted   | .. | ..           | .. | 7 | 2  | 0  |
| Woolen  | .. | ..           | .. | 7 | 0  | 0  |
| All other machine operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |
| Doffers   | .. | ..           | .. | 6 | 8  | 0  |
| Jobber  | .. | ..           | .. | 7 | 1  | 0  |
| Pin Setting Department—   |    |              |    |   |    |    |
| Pin setter—   |    |              |    |   |    |    |
| 1st year's experience   | .. | ..           | .. | 6 | 13 | 0  |
| 2nd year's experience   | .. | ..           | .. | 6 | 18 | 0  |
| Thereafter—   |    |              |    |   |    |    |
| Faller pin setter and porcupine setter  | .. | ..           | .. | 7 | 9  | 0  |
| Comb circle and French comb cylinder setter   | .. | ..           | .. | 7 | 17 | 0  |
| Roller Covering Department—   |    |              |    |   |    |    |
| Roller (leather or cork) coverer—   |    |              |    |   |    |    |
| 1st year's experience   | .. | ..           | .. | 6 | 12 | 0  |
| 2nd year's experience   | .. | ..           | .. | 6 | 16 | 0  |
| Thereafter  | .. | ..           | .. | 7 | 7  | 0  |
| Roller coverers' assistants   | .. | ..           | .. | 6 | 12 | 0  |
| Warping Department—   |    |              |    |   |    |    |
| Combined warping and sizing machine operator  | .. | ..           | .. | 7 | 4  | 0  |
| Warpers and/or beamers  | .. | ..           | .. | 6 | 19 | 0  |
| Size machine hands  | .. | ..           | .. | 6 | 17 | 0  |
| Croelers  | .. | ..           | .. | 6 | 11 | 0  |
| Warper (using weaving attachment)   | .. | ..           | .. | 7 | 4  | 0  |
| Warp Drawing and Warp Twisting Department—  |    |              |    |   |    |    |
| Drawers and/or twisters in—   |    |              |    |   |    |    |
| 1st year's experience   | .. | ..           | .. | 6 | 11 | 0  |
| 2nd year's experience   | .. | ..           | .. | 6 | 16 | 0  |
| Thereafter—   |    |              |    |   |    |    |
| Twisters-in   | .. | ..           | .. | 7 | 4  | 0  |
| Drawers-in  | .. | ..           | .. | 7 | 9  | 0  |
| Warp tiers  | .. | ..           | .. | 6 | 14 | 0  |
| Weaving Department—   |    |              |    |   |    |    |
| Box loom tuners—  |    |              |    |   |    |    |
| 1st year's experience   | .. | ..           | .. | 6 | 14 | 0  |
| 2nd year's experience   | .. | ..           | .. | 7 | 0  | 0  |
| Thereafter  | .. | ..           | .. | 7 | 17 | 0  |
| Plain loom tuners—  |    |              |    |   |    |    |
| 1st year's experience   | .. | ..           | .. | 6 | 12 | 0  |
| 2nd year's experience   | .. | ..           | .. | 6 | 18 | 0  |
| Thereafter  | .. | ..           | .. | 7 | 12 | 0  |
| Card and/or chain makers  | .. | ..           | .. | 6 | 17 | 0  |
| Pattern weavers   | .. | ..           | .. | 7 | 7  | 0  |
| Weavers—  |    |              |    |   |    |    |
| 1st six months' experience  | .. | ..           | .. | 6 | 14 | 0  |
| Thereafter  | .. | ..           | .. | 7 | 0  | 0  |
| Beam lifter and loom gaiter   | .. | ..           | .. | 6 | 17 | 0  |
| Perchers  | .. | ..           | .. | 6 | 16 | 0  |
| Piece Scouring and Dyeing Department—   |    |              |    |   |    |    |
| Leading hand  | .. | ..           | .. | 7 | 3  | 0  |
| Milling, scouring and/or washing machine or piece dyeing operators  | .. | ..           | .. | 6 | 19 | 0  |
| Wet crabber operators   | .. | ..           | .. | 6 | 19 | 0  |
| Other operators and/or attendants   | .. | ..           | .. | 6 | 17 | 0  |

WAGES PER WEEK OF 40 HOURS.  
OTHER EMPLOYEES—ADULT MALES—continued.

Woolen and Worsted Section—continued.

|   | £ | s. | d. |
|---|---|----|----|
| Finishing Departments—  |   |    |    |
| Sulphur house hands (for time on sulphur house work)              | 7 | 2  | 0  |
| Examiners of finished cloth                                       | 7 | 2  | 0  |
| Examiners of finished cloth assistant                             | 6 | 16 | 0  |
| Perchers during finishing process                                 | 7 | 0  | 0  |
| Piece carbonisers   | 6 | 19 | 0  |
| Men engaged on unshrinkable finishing process                     | 6 | 19 | 0  |
| Cloth cutting or cropping machine operators                       | 6 | 19 | 0  |
| Operators and/or attendants                                       | 6 | 17 | 0  |
| Warehouse (Yarn and/or Cloth)—                                    |   |    |    |
| Leading hand in warehouse where warehouse foreman is not employed | 7 | 3  | 0  |
| Machine operators and attendants                                  | 6 | 17 | 0  |
| Other operators and attendants                                    | 6 | 14 | 0  |
| Leading hand responsible for packing of yarn                      | 6 | 19 | 0  |
| General—  |   |    |    |
| Recorders   | 6 | 16 | 0  |
| Yarn storemen   | 6 | 14 | 0  |
| Oilers and cleaners   | 6 | 14 | 0  |
| All adult males (in any section) not elsewhere specified          | 6 | 5  | 0  |

Cotton Section.

Spinning.

|  |   |    |   |
|--|---|----|---|
| Bale Store—  |   |    |   |
| Man in charge of receipt of bales, storage, and putting mixings down | 6 | 15 | 0 |
| All other adult males  | 6 | 8  | 0 |
| Blow Room—   |   |    |   |
| Blow Room Major  | 7 | 7  | 0 |
| Leading hand where no blow room major employed                       | 7 | 2  | 0 |
| Scutcher Tenter  | 6 | 18 | 0 |
| Feeder   | 6 | 13 | 0 |
| Carding Department—  |   |    |   |
| Card Room Jobber   | 7 | 7  | 0 |
| Stripper and Grinder   | 7 | 2  | 0 |
| Stripper   | 6 | 17 | 0 |
| Can Tenter   | 6 | 14 | 0 |
| Lap Carrier  | 6 | 8  | 0 |
| Combing Department—  |   |    |   |
| Needler—   |   |    |   |
| 1st year's experience  | 6 | 13 | 0 |
| 2nd year's experience  | 6 | 18 | 0 |
| Thereafter   | 7 | 9  | 0 |
| Jobber   | 7 | 7  | 0 |
| Comber Tenter  | 6 | 17 | 0 |
| Draw Frames—   |   |    |   |
| Draw Frame Tenter  | 6 | 14 | 0 |
| Slubbers—  |   |    |   |
| Slubber Tenter   | 6 | 17 | 0 |
| Back Tenter  | 6 | 8  | 0 |
| Intermediate—  |   |    |   |
| Tenter   | 6 | 17 | 0 |
| Back Tenter  | 6 | 8  | 0 |
| Rovers—  |   |    |   |
| Tenter   | 6 | 17 | 0 |
| Back Tenter  | 6 | 8  | 0 |
| Ring Spinning—   |   |    |   |
| Ring Jobber  | 7 | 7  | 0 |
| Ring Spinner   | 6 | 17 | 0 |
| Head Doffer  | 6 | 13 | 0 |
| Doffer   | 6 | 8  | 0 |
| Mule Spinning—   |   |    |   |
| Man in charge of one pair of mules                                   | 7 | 7  | 0 |
| Piecer   | 6 | 14 | 0 |
| Winding Department—  |   |    |   |
| Winding Jobber   | 7 | 7  | 0 |
| Winders  | 6 | 16 | 0 |
| Packer   | 6 | 11 | 0 |
| Doubling and Cabling Department—                                     |   |    |   |
| Doubling Jobber  | 7 | 7  | 0 |
| Doublers   | 7 | 17 | 0 |
| Doffers  | 6 | 8  | 0 |
| General—   |   |    |   |
| Roller-coverer   | 7 | 7  | 0 |
| Roller-coverer's Assistant   | 6 | 12 | 0 |
| Waste Man  | 6 | 12 | 0 |
| Oilers and Cleaners  | 6 | 14 | 0 |
| Sweepers   | 6 | 8  | 0 |
| Tapeman and/or Bandman   | 6 | 8  | 0 |
| Laborers (Truckers, Wheelers and Carriers)                           | 6 | 8  | 0 |
| Packers  | 6 | 11 | 0 |
| Recorders  | 6 | 16 | 0 |
| Layer-on   | 6 | 8  | 0 |
| Yarn Warehouseman (in charge of more than 3 operatives)              | 7 | 7  | 0 |
| Yarn Warehouseman (in charge of 3 or less than 3 operatives)         | 6 | 18 | 0 |
| Yarn Warehouse—operators and attendants                              | 6 | 14 | 0 |
| Males not elsewhere included   | 6 | 5  | 0 |

WAGES PER WEEK OF 40 HOURS.  
OTHER EMPLOYEES—ADULT MALES—continued.

| Weaving.   |    |    |    |    |    |    |    |    |    | £  | s. | d. |    |   |
|--|----|----|----|----|----|----|----|----|----|----|----|----|----|---|
| Warping and Beaming—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Warpers and Beamers  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 19 | 0  |   |
| Creelers   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 11 | 0  |   |
| Sizing Department—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Slasher Sizer—leading hand if no foreman employed            |    |    |    |    |    |    |    |    |    | .. | .. | 7  | 17 | 0 |
| Assistant Slasher Sizer                                      | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Slasher's Labourer   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 11 | 0  |   |
| Dry Taping Machine Operators                                 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Dry Taping Machine Operator's Assistant                      | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 11 | 0  |   |
| Twisting-in and Drawing-in Department—                       |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Twister-in   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 1  | 0  |   |
| Drawer-in  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 1  | 0  |   |
| Warp Tiers   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Reacher-in   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 11 | 0  |   |
| Tuning Department—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Plain loom tuners—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| 1st year's experience  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| 2nd year's experience  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 2  | 0  |   |
| Thereafter   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 7  | 0  |   |
| Box loom tuners—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| 1st year's experience  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 2  | 0  |   |
| 2nd year's experience  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 7  | 0  |   |
| Thereafter   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 12 | 0  |   |
| Automatic and Jacquard loom tuners—                          |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| 1st year's experience  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 2  | 0  |   |
| 2nd year's experience  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 7  | 0  |   |
| Thereafter   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 17 | 0  |   |
| Beam lifter and loom gaiter                                  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Weaving Department—  |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Weavers—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| 1st six months' experience                                   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 14 | 0  |   |
| Thereafter   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 0  | 0  |   |
| Battery fillers  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 10 | 0  |   |
| Bleaching—Dyeing and Finishing Department—                   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Leading hand employed on dye or bleaching machines or vats   |    |    |    |    |    |    |    |    |    | .. | .. | 7  | 2  | 0 |
| Grey room warehouseman (man in charge)                       | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| All other machine operators and/or attendants                | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Dye house storeman   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 15 | 0  |   |
| General—   |    |    |    |    |    |    |    |    |    |    |    |    |    |   |
| Card cutters and/or chain makers                             | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Cloth examiners—finished cloth                               | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 1  | 0  |   |
| Cloth pickers  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 14 | 0  |   |
| Cloth warehouseman (man in charge—dyed and finished cloth)   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7  | 7  | 0  |   |
| Cloth warehouseman   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 14 | 0  |   |
| Yarn warehouseman  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 14 | 0  |   |
| Oilers and cleaners  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 14 | 0  |   |
| Splicers and Creelers  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 11 | 0  |   |
| Recorders  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 18 | 0  |   |
| Machine operators and/or attendants—not elsewhere classified | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 17 | 0  |   |
| Males—not elsewhere included                                 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6  | 5  | 0  |   |

Miscellaneous Section.

| Braids, Tassels, Labels, and Ribbons.         |    |    |    |    |    |    |    |    |    |    |   |    |   |
|---|----|----|----|----|----|----|----|----|----|----|---|----|---|
| Loom Tuners—                                  |    |    |    |    |    |    |    |    |    |    |   |    |   |
| 1st year's experience                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 2  | 0 |
| 2nd year's experience                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 7  | 0 |
| Thereafter                                    | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 12 | 0 |
| Jacquard Card Cutters—                        |    |    |    |    |    |    |    |    |    |    |   |    |   |
| 1st year's experience                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 2  | 0 |
| 2nd year's experience                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 7  | 0 |
| Thereafter                                    | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 12 | 0 |
| Card Handlers and/or Changers                 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 17 | 0 |
| Weavers—                                      |    |    |    |    |    |    |    |    |    |    |   |    |   |
| 1st six months' experience                    | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 14 | 0 |
| Thereafter                                    | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 0  | 0 |
| Warpers                                       | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 19 | 0 |
| Twisters-in                                   | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 19 | 0 |
| All other machine operators and/or attendants | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 17 | 0 |
| Oilers and Cleaners                           | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 14 | 0 |
| Other male labour not elsewhere specified     | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 5  | 0 |
| Carpets.                                      |    |    |    |    |    |    |    |    |    |    |   |    |   |
| Dye House—                                    |    |    |    |    |    |    |    |    |    |    |   |    |   |
| Leading Hand                                  | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 2  | 0 |
| Machine Operators and/or Attendants           | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 17 | 0 |
| Winding Department—                           |    |    |    |    |    |    |    |    |    |    |   |    |   |
| Slasher Size Hand                             | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 2  | 0 |
| Beamers                                       | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 15 | 0 |
| Bobbin Winder                                 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 15 | 0 |
| Cheese Winder                                 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 15 | 0 |
| Leading Hand in Winding                       | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 3  | 0 |

## WAGES PER WEEK OF 40 HOURS.

OTHER EMPLOYEES—ADULT MALES—*continued.*

|   |    | £ s. d. |        |
|---|----|---------|--------|
| <i>Carpets—continued</i>  |    |         |        |
| Weaving Department—   |    |         |        |
| Loom Tuners—  |    |         |        |
| Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms :— |    |         |        |
| 1st year's experience .. .. .   | .. | ..      | 6 14 0 |
| 2nd year's experience .. .. .   | .. | ..      | 7 2 0  |
| Thereafter .. .. .  | .. | ..      | 7 17 0 |
| Wilton plain looms :—   |    |         |        |
| 1st year's experience .. .. .   | .. | ..      | 6 12 0 |
| 2nd year's experience .. .. .   | .. | ..      | 6 19 0 |
| Thereafter .. .. .  | .. | ..      | 7 12 0 |
| Weavers—  |    |         |        |
| Gripper loom, spool gripper loom and spool Axminster looms :—                   |    |         |        |
| 1st six months' experience .. .. .  | .. | ..      | 6 16 0 |
| 2nd six months' experience .. .. .  | .. | ..      | 7 2 0  |
| Thereafter .. .. .  | .. | ..      | 7 7 0  |
| Wilton Jacquard looms :—  |    |         |        |
| 1st six months' experience .. .. .  | .. | ..      | 6 16 0 |
| 2nd six months' experience .. .. .  | .. | ..      | 7 2 0  |
| Thereafter .. .. .  | .. | ..      | 7 5 0  |
| Wilton plain looms .. .. .  | .. | ..      | 7 0 0  |
| Loom Creeler .. .. .  | .. | ..      | 6 12 0 |
| Finishing Department—   |    |         |        |
| Brushing machine .. .. .  | .. | ..      | 6 15 0 |
| Steaming machine .. .. .  | .. | ..      | 6 15 0 |
| Shearing machine .. .. .  | .. | ..      | 6 18 0 |
| Roll and measuring machine .. .. .  | .. | ..      | 6 15 0 |
| Back starching .. .. .  | .. | ..      | 6 15 0 |
| Other machine operators and/or attendants .. .. .                               | .. | ..      | 6 15 0 |
| Warehouse—  |    |         |        |
| Leading hand in warehouse .. .. .   | .. | ..      | 7 3 0  |
| Other warehousemen .. .. .  | .. | ..      | 6 14 0 |
| General—  |    |         |        |
| Solderer .. .. .  | .. | ..      | 6 17 0 |
| Card Stampers .. .. .   | .. | ..      | 6 17 0 |
| Oilers and Cleaners .. .. .   | .. | ..      | 6 14 0 |
| Other male labour not elsewhere specified .. .. .                               | .. | ..      | 6 5 0  |
| <i>Elastic Webbing.</i>   |    |         |        |
| Loom Tuners—  |    |         |        |
| 1st year's experience .. .. .   | .. | ..      | 7 2 0  |
| 2nd year's experience .. .. .   | .. | ..      | 7 7 0  |
| Thereafter .. .. .  | .. | ..      | 7 12 0 |
| Weavers—  |    |         |        |
| 1st six months' experience .. .. .  | .. | ..      | 6 15 0 |
| 2nd six months' experience .. .. .  | .. | ..      | 7 0 0  |
| Thereafter .. .. .  | .. | ..      | 7 2 0  |
| Braiders and Rubber-coverers—   |    |         |        |
| 1st three months' experience .. .. .  | .. | ..      | 6 15 0 |
| 2nd three months' experience .. .. .  | .. | ..      | 6 18 0 |
| Thereafter .. .. .  | .. | ..      | 7 0 0  |
| Dye House employees .. .. .   | .. | ..      | 6 17 0 |
| Warpers .. .. .   | .. | ..      | 6 19 0 |
| Finishing Machine Operators .. .. .   | .. | ..      | 6 17 0 |
| Winders .. .. .   | .. | ..      | 6 16 0 |
| Yarn Storemen .. .. .   | .. | ..      | 6 14 0 |
| Packers and Despatchers .. .. .   | .. | ..      | 6 11 0 |
| Other male labour not elsewhere specified .. .. .                               | .. | ..      | 6 5 0  |
| <i>Mercerising.</i>   |    |         |        |
| Warp Mercerising—   |    |         |        |
| Man in Charge .. .. .   | .. | ..      | 7 4 0  |
| Machine Operators .. .. .   | .. | ..      | 6 17 0 |
| Quilling Operators .. .. .  | .. | ..      | 6 16 0 |
| Twisters .. .. .  | .. | ..      | 6 17 0 |
| Reelers .. .. .   | .. | ..      | 6 16 0 |
| Cone Winders .. .. .  | .. | ..      | 6 16 0 |
| Yarn Storemen .. .. .   | .. | ..      | 7 2 0  |
| Packers and Despatchers .. .. .   | .. | ..      | 6 17 0 |
| Other male labour not elsewhere specified .. .. .                               | .. | ..      | 6 5 0  |
| <i>Printing Woven Fabrics.</i>  |    |         |        |
| Roller machine printer .. .. .  | .. | ..      | 7 7 0  |
| Man designing on copper rollers .. .. .   | .. | ..      | 7 7 0  |
| All other employees engaged on roller machine printing process .. .. .          | .. | ..      | 6 17 0 |
| Textile and fabric printers (hand painting) .. .. .                             | .. | ..      | 7 2 0  |
| Textile and fabric printers (screen printing) .. .. .                           | .. | ..      | 7 0 0  |
| Printing Room assistants .. .. .  | .. | ..      | 6 11 0 |
| Measuring and blocking machine operators .. .. .                                | .. | ..      | 6 17 0 |
| Calender operator .. .. .   | .. | ..      | 6 17 0 |
| Dye House—machine operators and/or attendants .. .. .                           | .. | ..      | 6 17 0 |
| Stenter operator .. .. .  | .. | ..      | 6 17 0 |
| Leading Hand employed on steaming .. .. .                                       | .. | ..      | 7 2 0  |
| Leading Hand employed on colour mixing .. .. .                                  | .. | ..      | 7 2 0  |
| Warehouse—operators and/or attendants .. .. .                                   | .. | ..      | 6 14 0 |
| Other male labour not elsewhere specified .. .. .                               | .. | ..      | 6 5 0  |

ADULT FEMALES.

|   | Wages per Week of 40 Hours.   |                               |                  |
|---|-------------------------------|-------------------------------|------------------|
|   | 1st Three Months' Experience. | 2nd Three Months' Experience. | Thereafter.      |
| <b>WOOLLEN AND WORSTED SECTION.</b>   |                               |                               |                  |
| <i>Combing Department.</i>  |                               |                               |                  |
| Combing and Backwash machine operators .. .. .                              | £ s. d.<br>4 14 0             | £ s. d.<br>4 17 0             | £ s. d.<br>5 0 0 |
| All other machine operators and/or attendants .. .. .                       | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i> |                               |                               |                  |
| All machine operators and/or attendants .. .. .                             | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Warping Department.</i>  |                               |                               |                  |
| Warpers using wave motion .. .. .   | 4 14 0                        | 4 19 0                        | 5 4 0            |
| Warpers .. .. .   | 4 14 0                        | 4 18 0                        | 5 2 0            |
| <i>Weaving Department.</i>  |                               |                               |                  |
| Weavers .. .. .   | 4 14 0                        | 4 18 0                        | 5 4 0            |
| <i>Mending and Darning Department.</i>                                      |                               |                               |                  |
| Examiners and/or passers of pieces after mending .. .. .                    | 5 1 0                         | 5 1 0                         | 5 8 0            |
| Worsted menders and darners .. .. .   | 4 19 0                        | 4 19 0                        | 5 4 0            |
| Other menders and darners (except flannel and blanket menders) .. .. .      | 4 14 0                        | 4 17 0                        | 5 2 0            |
| Other examiners and passers .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Whipping machinists .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Knotters and burlers .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Finishing Department.</i>  |                               |                               |                  |
| Operators and/or attendants .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Warehouse (Yarn and/or Cloth).</i>                                       |                               |                               |                  |
| Machine operators and attendants .. .. .                                    | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Other warehouse employees including packers' .. .. .                        | 4 14 0                        | 4 17 0                        | 4 17 0           |
| <i>General.</i>   |                               |                               |                  |
| Recorders .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| All other females in any section not elsewhere specified .. .. .            | 4 14 0                        | 4 14 0                        | 4 14 0           |
| <b>COTTON SECTION.</b>  |                               |                               |                  |
| <i>(a) Spinning Section.</i>  |                               |                               |                  |
| <i>Combing section—</i>   |                               |                               |                  |
| Combing tenter .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Drawing frame section—</i>   |                               |                               |                  |
| Draw frame tenter .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Slubbers—</i>  |                               |                               |                  |
| Slubber tenter .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Back tenter .. .. .   | 4 14 0                        | 4 17 0                        | 4 17 0           |
| <i>Intermediate—</i>  |                               |                               |                  |
| Intermediate tenter .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Back tenter .. .. .   | 4 14 0                        | 4 17 0                        | 4 17 0           |
| <i>Rovers—</i>  |                               |                               |                  |
| Rover tenter .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Back tenter .. .. .   | 4 14 0                        | 4 17 0                        | 4 17 0           |
| <i>Ring spinning department—</i>  |                               |                               |                  |
| Ring spinner .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Head doffer .. .. .   | 5 0 0                         | 5 0 0                         | 5 0 0            |
| Doffer .. .. .  | 4 14 0                        | 4 17 0                        | 4 17 0           |
| <i>Winding department—</i>  |                               |                               |                  |
| Winders .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| <i>Doubling department—</i>   |                               |                               |                  |
| Doublers .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Doffers .. .. .   | 4 14 0                        | 4 17 0                        | 4 17 0           |
| <i>General—</i>   |                               |                               |                  |
| Recorders .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0            |
| Roller coverers assistants .. .. .  | 4 14 0                        | 4 17 0                        | 4 17 0           |
| Packers .. .. .   | 4 14 0                        | 4 17 0                        | 4 17 0           |
| Adult females in any section not elsewhere specified .. .. .                | 4 14 0                        | 4 14 0                        | 4 14 0           |

ADULT FEMALES—continued.

|  | Wages per Week of 40 Hours.   |                               |             |
|--|-------------------------------|-------------------------------|-------------|
|  | 1st Three Months' Experience. | 2nd Three Months' Experience. | Thereafter. |
| <b>COTTON SECTION—continued.</b>                                 |                               |                               |             |
| <i>(b) Weaving Section.</i>                                      |                               |                               |             |
| Winding department—  |                               |                               |             |
| Winders .. .. .  | £ 4 14 0                      | £ 4 17 0                      | £ 5 0 0     |
| Warping and beaming department—                                  |                               |                               |             |
| Warpers and/or beamers .. .. .                                   | 4 14 0                        | 4 17 0                        | 5 2 0       |
| Creelers .. .. .   | 4 14 0                        | 4 17 0                        | 4 17 0      |
| Twisting-in and drawing-in department—                           |                               |                               |             |
| Twisters-in .. .. .  | 4 17 0                        | 5 0 0                         | 5 4 0       |
| Drawers-in .. .. .   | 4 17 0                        | 5 0 0                         | 5 4 0       |
| Reachers-in .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Weaving department—  |                               |                               |             |
| Weavers .. .. .  | 4 14 0                        | 4 18 0                        | 5 4 0       |
| Battery fillers .. .. .  | 4 14 0                        | 4 17 0                        | 4 17 0      |
| General  |                               |                               |             |
| Cloth examiners, finished cloth .. .. .                          | 5 1 0                         | 5 1 0                         | 5 8 0       |
| Card cutters and/or chain makers .. .. .                         | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Recorders .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Cloth pickers .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Warehouse employees including packers .. .. .                    | 4 14 0                        | 4 17 0                        | 4 17 0      |
| Splicers and creelers (Tyre Cord) .. .. .                        | 4 14 0                        | 4 17 0                        | 4 17 0      |
| All adult females in any section not elsewhere specified .. .. . | 4 14 0                        | 4 14 0                        | 4 14 0      |
| <b>MISCELLANEOUS SECTION.</b>                                    |                               |                               |             |
| <i>Braids, Tassels, Labels and Ribbons Section.</i>              |                               |                               |             |
| Assistant forewomen and/or overlooker .. .. .                    | 5 9 0                         | 5 9 0                         | 5 9 0       |
| Weavers .. .. .  | 4 14 0                        | 4 18 0                        | 5 4 0       |
| Warpers .. .. .  | 4 14 0                        | 4 18 0                        | 5 2 0       |
| Other machine operators and/or attendants .. .. .                | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Recorders .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Warehouse employees including packers .. .. .                    | 4 14 0                        | 4 17 0                        | 4 17 0      |
| Other females not elsewhere specified .. .. .                    | 4 14 0                        | 4 14 0                        | 4 14 0      |
| <i>Carpet Section.</i>   |                               |                               |             |
| Assistant forewoman and/or overlooker .. .. .                    | 5 9 0                         | 5 9 0                         | 5 9 0       |
| Weavers .. .. .  | 4 14 0                        | 4 18 0                        | 5 4 0       |
| Setters and spool setters .. .. .                                | 4 14 0                        | 4 18 0                        | 5 2 0       |
| Creelers .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Threaders .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Examiners and menders .. .. .                                    | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Card stampers and lacers .. .. .                                 | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Winders .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Whippers, fringers, trimmers and pickers .. .. .                 | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Other machine operators and/or attendants .. .. .                | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Other females not elsewhere specified .. .. .                    | 4 14 0                        | 4 14 0                        | 4 14 0      |
| <i>Elastic Webbing Section.</i>                                  |                               |                               |             |
| Assistant forewoman and/or overlooker .. .. .                    | 5 9 0                         | 5 9 0                         | 5 9 0       |
| Weavers .. .. .  | 4 14 0                        | 4 18 0                        | 5 4 0       |
| Braiders and/or rubber-coverers .. .. .                          | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Warpers .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Examiners .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Winders .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Packers and despatchers .. .. .                                  | 4 14 0                        | 4 17 0                        | 4 17 0      |
| All other machinists .. .. .                                     | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Other females not elsewhere specified .. .. .                    | 4 14 0                        | 4 14 0                        | 4 14 0      |
| <i>Mercerising Section.</i>                                      |                               |                               |             |
| Assistant forewoman and/or overlooker .. .. .                    | 5 9 0                         | 5 9 0                         | 5 9 0       |
| Quillers .. .. .   | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Reelers .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Winders .. .. .  | 4 14 0                        | 4 17 0                        | 5 0 0       |
| Other females not elsewhere specified .. .. .                    | 4 14 0                        | 4 14 0                        | 4 14 0      |

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







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 227]

FRIDAY, MARCH 4.

[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  
2nd day of March, 1949.

RAY. H. BEERS,  
Secretary for Labour.

### POTTERY BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 48 of the 28th January, 1949, shall be replaced by the following clauses:—

#### APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whitlessa.

#### MALES.

Wages per Week.

|                               | Employed in Clayholes exceeding 25 ft. in Depth. | Employed in All Other Places. |                                     |                                   |              |
|-------------------------------|--|-------------------------------|-------------------------------------|-----------------------------------|--------------|
|                               |  | Adjustable Rate.              | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage.  |
|                               |  | <i>s. d.</i>                  | <i>s. d.</i>                        | <i>s. d.</i>                      | <i>s. d.</i> |
| Under 15 years of age .. .. . | At the Rates prescribed for Adults               | 20 6                          | 1 3                                 | 2 3                               | 35 0         |
| 15 years of age .. .. .       |  | 34 6                          | 1 6                                 | 2 9                               | 38 9         |
| 16 " " .. .. .                |  | 39 3                          | 1 6                                 | 3 3                               | 44 0         |
| 17 " " .. .. .                |  | 47 0                          | 1 9                                 | 3 9                               | 52 6         |
| 18 " " .. .. .                |  | 63 0                          | 2 6                                 | 5 0                               | 70 6         |
| 19 " " .. .. .                |  | 74 6                          | 3 0                                 | 6 0                               | 83 6         |
| 20 " " .. .. .                |  | 91 3                          | 3 9                                 | 7 3                               | 102 3        |

#### FEMALES.

Wages per Week.

|                                 | Commencing Age.    |                                     |                                   |              |                  |                                     |                                   |              |
|---------------------------------|--------------------|-------------------------------------|-----------------------------------|--------------|------------------|-------------------------------------|-----------------------------------|--------------|
|                                 | 15 Years or Under. |                                     |                                   |              | 16 Years.        |                                     |                                   |              |
|                                 | Adjustable Rate.   | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage.  | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | 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>                        | <i>s. d.</i>                      | <i>s. d.</i> |
| 1st 6 months .. .. .            | 29 0               | 1 3                                 | 2 3                               | 32 6         | ..               | ..                                  | ..                                | ..           |
| 2nd 6 months .. .. .            | 33 6               | 1 3                                 | 2 9                               | 37 6         | ..               | ..                                  | ..                                | ..           |
| 1st year .. .. .                | ..                 | ..                                  | ..                                | ..           | 33 6             | 1 3                                 | 2 9                               | 37 6         |
| 2nd " .. .. .                   | 38 0               | 1 6                                 | 3 0                               | 42 6         | 40 9             | 1 9                                 | 3 3                               | 45 9         |
| 3rd " .. .. .                   | 40 9               | 1 9                                 | 3 3                               | 45 9         | 46 3             | 1 9                                 | 3 9                               | 51 9         |
| 4th " .. .. .                   | 46 3               | 1 9                                 | 3 9                               | 51 9         | 52 9             | 2 0                                 | 4 3                               | 59 0         |
| 5th " .. .. .                   | 52 9               | 2 0                                 | 4 3                               | 59 0         | 58 6             | 2 3                                 | 4 9                               | 65 6         |
| 6th " .. .. .                   | 58 6               | 2 3                                 | 4 9                               | 65 6         | ..               | ..                                  | ..                                | ..           |
| and thereafter the minimum wage |                    |                                     |                                   |              |                  |                                     |                                   |              |



FEMALES—continued.

Wages per Week.

|                                 | Commencing Age.  |                                     |                                   |              |                  |                                     |                                   |              |
|---------------------------------|------------------|-------------------------------------|-----------------------------------|--------------|------------------|-------------------------------------|-----------------------------------|--------------|
|                                 | 17 Years.        |                                     |                                   |              | 18 Years.        |                                     |                                   |              |
|                                 | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage.  | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | 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>                        | <i>s. d.</i>                      | <i>s. d.</i> |
| 1st year .. .. .                | 33 6             | 1 3                                 | 2 9                               | 37 6         | 39 3             | 1 9                                 | 3 3                               | 44 3         |
| 2nd „ .. .. .                   | 41 9             | 1 9                                 | 3 6                               | 47 0         | 50 0             | 2 0                                 | 4 0                               | 56 0         |
| 3rd „ .. .. .                   | 50 0             | 2 0                                 | 4 0                               | 56 0         | 57 0             | 2 3                                 | 4 9                               | 64 0         |
| 4th „ .. .. .                   | 57 0             | 2 3                                 | 4 9                               | 64 0         | ..               | ..                                  | ..                                | ..           |
| and thereafter the minimum wage |                  |                                     |                                   |              |                  |                                     |                                   |              |

|                                 | Commencing Age.  |                                     |                                   |              |                  |                                     |                                   |              |
|---------------------------------|------------------|-------------------------------------|-----------------------------------|--------------|------------------|-------------------------------------|-----------------------------------|--------------|
|                                 | 19 Years.        |                                     |                                   |              | 20 Years.        |                                     |                                   |              |
|                                 | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage.  | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | 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>                        | <i>s. d.</i>                      | <i>s. d.</i> |
| 1st year .. .. .                | 42 9             | 1 9                                 | 3 6                               | 48 0         | 50 0             | 2 0                                 | 4 0                               | 56 0         |
| 2nd „ .. .. .                   | 57 0             | 2 3                                 | 4 9                               | 64 0         | ..               | ..                                  | ..                                | ..           |
| and thereafter the minimum wage |                  |                                     |                                   |              |                  |                                     |                                   |              |

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.  
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.  
 An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
 Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

|  | Within the Metropolitan District as defined in the Factories and Shops Act 1923 (No. 3877) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialoo; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea. |                    | Within all Other Parts of Victoria. |                     |
|--|--|--------------------|-------------------------------------|---------------------|
|  | Wages per Week.  | Wages per Hour.    | Wages per Week.                     | Wages per Hour.     |
|  | <i>s. d.</i>   | <i>s. d.</i>       | <i>s. d.</i>                        | <i>s. d.</i>        |
| <b>All Departments.</b>  |  |                    |                                     |                     |
| Head burner .. .. .  | 154 0  | 3 10 $\frac{1}{2}$ | 151 0                               | 3 9 $\frac{3}{10}$  |
| All other burners .. .. .  | 148 0  | 3 8 $\frac{3}{4}$  | 145 0                               | 3 7 $\frac{1}{2}$   |
| Mouldmakers .. .. .  | 156 0  | 3 10 $\frac{1}{2}$ | 153 0                               | 3 9 $\frac{3}{10}$  |
| Clayhole men working underground in shaft and/or tunnel (employers to provide tools)       | 160 0  | 4 0                | 160 0                               | 4 0                 |
| All other clayhole men (employers to provide tools) .. .. .                                | 150 0  | 3 9                | 147 0                               | 3 8 $\frac{1}{10}$  |
| Men boring or using explosives .. .. .   | 155 0  | 3 10 $\frac{1}{2}$ | 152 0                               | 3 9 $\frac{3}{10}$  |
| <b>FEMALES.</b>  |  |                    |                                     |                     |
| Females .. .. .  | 77 6   | 1 11 $\frac{1}{4}$ | 74 6                                | 1 10 $\frac{7}{20}$ |
| <b>MALES.</b>  |  |                    |                                     |                     |
| <b>Glazed Pipes and Salt-glazed Ware.</b>  |  |                    |                                     |                     |
| Flanger .. .. .  | 155 0  | 3 10 $\frac{1}{2}$ | 152 0                               | 3 9 $\frac{3}{10}$  |
| Man in charge of plunger .. .. .   | 147 6  | 3 8 $\frac{3}{4}$  | 144 6                               | 3 7 $\frac{7}{20}$  |
| Pressers .. .. .   | 151 0  | 3 9 $\frac{3}{10}$ | 148 0                               | 3 8 $\frac{3}{10}$  |
| Setters .. .. .  | 151 0  | 3 9 $\frac{3}{10}$ | 148 0                               | 3 8 $\frac{3}{10}$  |
| Junction sticker .. .. .   | 151 0  | 3 9 $\frac{3}{10}$ | 148 0                               | 3 8 $\frac{3}{10}$  |
| Man working pipe flanging machine .. .. .  | 145 0  | 3 7 $\frac{1}{2}$  | 142 0                               | 3 6 $\frac{3}{10}$  |
| Bitumen jointers .. .. .   | 144 0  | 3 7 $\frac{1}{2}$  | 141 0                               | 3 6 $\frac{3}{10}$  |
| Drawers .. .. .  | 145 0  | 3 7 $\frac{1}{2}$  | 142 0                               | 3 6 $\frac{3}{10}$  |
| Feeders of pipe machine .. .. .  | 142 0  | 3 6 $\frac{3}{10}$ | 139 0                               | 3 5 $\frac{7}{10}$  |
| Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .                     | 145 0  | 3 7 $\frac{1}{2}$  | 142 0                               | 3 6 $\frac{3}{10}$  |
| Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .               | 142 0  | 3 6 $\frac{3}{10}$ | 139 0                               | 3 5 $\frac{7}{10}$  |
| Man sorting pipes .. .. .  | 142 0  | 3 6 $\frac{3}{10}$ | 139 0                               | 3 5 $\frac{7}{10}$  |
| Pipe dressers .. .. .  | 142 0  | 3 6 $\frac{3}{10}$ | 139 0                               | 3 5 $\frac{7}{10}$  |
| Packers of goods into railway trucks .. .. .   | 141 0  | 3 6 $\frac{3}{10}$ | 138 0                               | 3 5 $\frac{3}{10}$  |
| All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) | 138 0  | 3 5 $\frac{3}{10}$ | 135 0                               | 3 4 $\frac{1}{2}$   |

All Other Employees—continued.

|   | Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Orders in Council thereunder: such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District: the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea. |                                   | Within all Other Parts of Victoria. |                                  |
|---|--|-----------------------------------|-------------------------------------|----------------------------------|
|   | Wages per Week.  | Wages per Hour.                   | Wages per Week.                     | Wages per Hour.                  |
| <b>Dust Tile Making.</b>  |  |                                   |                                     |                                  |
| Leading hand slip making .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Slip house attendants .. .. .   | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Head placer inside a kiln .. .. .   | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Head Dipper .. .. .   | 151 0  | 3 9 <sup>3</sup> / <sub>10</sub>  | 148 0                               | 3 8 <sup>3</sup> / <sub>10</sub> |
| Dipper and/or spray operator .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Man hand-pressing dust tiles with 6-in. press   | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Setter and/or drawer .. .. .  | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Sagger maker .. .. .  | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Man operating lever on sagger machine .. .. .   | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Man carrying into or out of kiln .. .. .  | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Head packer .. .. .   | 148 0  | 3 8 <sup>3</sup> / <sub>10</sub>  | 145 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Packer who packs articles with protective substances into containers with secured lids .. .. .                          | 144 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 141 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Other packers .. .. .   | 141 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 138 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)                             | 138 0  | 3 5 <sup>7</sup> / <sub>10</sub>  | 135 0                               | 3 4 <sup>1</sup> / <sub>2</sub>  |
| <b>General Pottery and Insulator Making.</b>  |  |                                   |                                     |                                  |
| Leading hand employed at pinning, leading, and/or cementing insulators or similar ware                                  | 150 0  | 3 9                               | 147 0                               | 3 8 <sup>1</sup> / <sub>10</sub> |
| Man employed at pinning, leading, and/or cementing insulators or similar ware .. .. .                                   | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Sanitary ware presser .. .. .   | 148 0  | 3 8 <sup>3</sup> / <sub>10</sub>  | 145 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Head packer .. .. .   | 148 0  | 3 8 <sup>3</sup> / <sub>10</sub>  | 145 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Packer who packs articles with protective substances into containers with secured lids .. .. .                          | 144 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 141 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Other packers .. .. .   | 141 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 138 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Leading hand slip making .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Slip house attendants .. .. .   | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Tea-pot hand pressers .. .. .   | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Man fixing handles or spouts .. .. .  | 144 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 141 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Hollow ware presser or head dipper .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Turner .. .. .  | 150 0  | 3 9                               | 147 0                               | 3 8 <sup>1</sup> / <sub>10</sub> |
| Caster .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Stoneware thrower—  |  |                                   |                                     |                                  |
| 4th year's experience .. .. .   | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| 5th year's experience .. .. .   | 148 0  | 3 8 <sup>3</sup> / <sub>10</sub>  | 145 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| and thereafter .. .. .  | 156 0  | 3 10 <sup>3</sup> / <sub>10</sub> | 153 0                               | 3 9 <sup>3</sup> / <sub>10</sub> |
| Head placer inside a kiln .. .. .   | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Head dipper .. .. .   | 151 0  | 3 9 <sup>3</sup> / <sub>10</sub>  | 148 0                               | 3 8 <sup>3</sup> / <sub>10</sub> |
| Dipper and/or spray operator .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Other placers .. .. .   | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Sagger maker .. .. .  | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Jolly and jigger hands .. .. .  | 148 0  | 3 8 <sup>3</sup> / <sub>10</sub>  | 145 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Pressers (screw and lever type inclusive) .. .. .   | 147 6  | 3 8 <sup>1</sup> / <sub>2</sub>   | 144 6                               | 3 7 <sup>7</sup> / <sub>20</sub> |
| Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln .. .. . | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .  | 145 0  | 3 7 <sup>1</sup> / <sub>2</sub>   | 142 0                               | 3 6 <sup>3</sup> / <sub>10</sub> |
| Grinders of burnt ware .. .. .  | 147 0  | 3 8 <sup>1</sup> / <sub>10</sub>  | 144 0                               | 3 7 <sup>1</sup> / <sub>2</sub>  |
| Potter's printer .. .. .  | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| Man operating lever on sagger machine .. .. .   | 142 0  | 3 6 <sup>3</sup> / <sub>10</sub>  | 139 0                               | 3 5 <sup>7</sup> / <sub>10</sub> |
| All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)                             | 138 0  | 3 5 <sup>7</sup> / <sub>10</sub>  | 135 0                               | 3 4 <sup>1</sup> / <sub>2</sub>  |

PIECEWORK.

20. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Orders in Council thereunder such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

|                                  |  |
|----------------------------------|--|
| Boundary traps, 8 inches .. .. . | 2s. 10 <sup>1</sup> / <sub>2</sub> d. per trap |
| Boundary traps, 4 inches .. .. . | 2s. 1d. ,,                                     |
| Gully traps (flanged) .. .. .    | 1s. 9 <sup>1</sup> / <sub>2</sub> d. each      |
| Disconnectors .. .. .            | 1s. 9 <sup>1</sup> / <sub>2</sub> d. ,,        |
| Basins .. .. .                   | 1s. 9 <sup>1</sup> / <sub>2</sub> d. ,,        |
| Junctions .. .. .                | 24s. 10 <sup>1</sup> / <sub>2</sub> d. per 100 |

PIECEWORK—continued.

| GENERAL POTTERY. |                    |                         |                                  |
|------------------|--------------------|-------------------------|----------------------------------|
| Chambers.        |                    | Cottage Pans and Traps. |                                  |
|                  | Turning per gross. | Handling per gross.     | Cane.                            |
| 12's .. .. .     | 17s. 0d.           | 17s. 0d.                | Pans .. .. . 28s. 11½d. per doz. |
| 9's .. .. .      | 20s. 2d.           | 20s. 2d.                | Traps .. .. . 28s. 11½d. "       |
| 6's .. .. .      | 23s. 3d.           | 23s. 3d.                |                                  |

8s. 6½d. per gross extra to be allowed for embossed chambers.

*Bottles (Throwing).*  
Acid bottles, including stopping and stamping (3 gallon) .. .. 18s. 3d. per dozen bottles

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

Within all other parts of Victoria.

| GLAZED PIPES AND SALT-GLAZED WARE. |                   |                       |                  |
|------------------------------------|-------------------|-----------------------|------------------|
| Boundary traps, 6 inches .. .. .   | 2s. 9½d. per trap | Disconnectors .. .. . | 1s. 7½d. each    |
| Boundary traps, 4 inches .. .. .   | 1s. 10½d. "       | Basins .. .. .        | 1s. 7½d. "       |
| Gully traps (flanged) .. .. .      | 1s. 7½d. each     | Junctions .. .. .     | 2s. 0½d. per 100 |

| GENERAL POTTERY.   |                             |   |                           |
|--|-----------------------------|---|---------------------------|
| <i>Bottles (Throwing).</i>                                       |                             | <i>Pedestal Pans (Hand Pressed).</i>  |                           |
| Acid bottles, including stopping and stamping (3 gallon) .. .. . | 16s. 5½d. per dozen bottles | Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches— |                           |
|  |                             | <i>Straight fronts—</i>   |                           |
|  |                             | Cane .. .. .  | 7s. 7d. each              |
|  |                             | White .. .. .   | 7s. 8d. "                 |
|  |                             | <i>Hollow fronts—</i>   |                           |
|  |                             | Cane .. .. .  | 7s. 0½d. "                |
|  |                             | White .. .. .   | 7s. 7d. "                 |
|  |                             | <i>Sizes exceeding above dimensions—</i>  |                           |
|  |                             | Cane .. .. .  | 8s. 3d. "                 |
|  |                             | White .. .. .   | 9s. 4½d. "                |
|  |                             | <i>Jars (Throwing).</i>   |                           |
|  |                             | <i>Squat jars—</i>  |                           |
|  |                             | Under 2 gallons .. .. .   | 50s. 6½d. per 100 gallons |
|  |                             | 2 gallons and over .. .. .  | 45s. 10d. "               |
|  |                             | <i>Ginger Beer and Ale Bottles (Throwing).</i>  |                           |
|  |                             | 1 gallon (screwed) .. .. .  | 49s. 11½d. per gross      |
|  |                             | Ale bottles .. .. .   | 6s. 0½d. "                |
|  |                             | Others .. .. .  | 9s. 5½d. "                |

| <i>Bung Jars and Demijohns (Throwing).</i> |                    |
|--|--------------------|
| 1 gallon .. .. .                           | 3s. 6½d. per dozen |
| 2 gallon .. .. .                           | 6s. 1½d. "         |
| 3 gallon .. .. .                           | 10s. 10d. "        |
| 5 gallon .. .. .                           | 23s. 11½d. "       |

1s. 2½d. per dozen extra for handle bottles

| <i>Cottage Pans and Traps.</i> |                     |
|--------------------------------|---------------------|
| Pans .. .. .                   | 28s. 0½d. per dozen |
| Traps .. .. .                  | 28s. 0½d. "         |

| <i>Pudding Bowls.</i> |                     |
|-----------------------|---------------------|
| 9's .. .. .           | 29s. 7½d. per gross |
| 12's .. .. .          | 21s. 8½d. "         |
| 18's .. .. .          | 16s. 4½d. "         |
| 24's .. .. .          | 9s. 8½d. "          |

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.



[1561]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 228]

FRIDAY, MARCH 4.

[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  
2nd day of March, 1949.

RAY H. BEERS,  
Secretary for Labour.

### ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 40 of the 20th January, 1949, shall be replaced by the following clauses:—

2. WAGES.

| Adults.   | Per Week of 40 hours. |
|---|-----------------------|
| <i>Males.</i>   | <i>s. d.</i>          |
| Grinder or polisher .. .. .   | 160 6                 |
| Electro-plater—   |                       |
| 1st Class .. .. .   | 175 0                 |
| 2nd Class .. .. .   | 160 0                 |
| 3rd Class .. .. .   | 145 0                 |
| Liner or hand decorator .. .. .   | 160 6                 |
| Coater .. .. .  | 150 6                 |
| Spray operator .. .. .  | 147 0                 |
| Other employees with not less than three months' experience in the metal trades industry  | 132 0                 |
| All others .. .. .  | 123 0                 |
| <i>Females.</i>   |                       |
| Females employed at—  |                       |
| (a) Hand burnishing, hand finishing, or lacquering .. .. .  | 104 6                 |
| (b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length .. .. . | 159 6                 |
| under three months experience in the industry .. .. .   | 85 0                  |
| All others { thereafter .. .. .   | 98 0                  |

#### Leading Hands.

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

No. 228.—1319/49.—PRICE 3D.

**APPRENTICESHIP.**

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

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

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

*Proportion.*

- (d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed :—
- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
  - (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 123s. per week, and two female apprentices to every three female workers receiving not less than 85s. per week.

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

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

*Period of Apprenticeship.*

- (e) 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.

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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.

(i) WAGES PER WEEK OF 40 HOURS.

|   | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable. |
|---|---------------------------------|-------------------|--------------|---------------------|
| <i>Four and Five-year Terms.</i>  |                                 |                   |              |                     |
|   | Per Week.                       | Per Week.         | Per Week.    |                     |
| 1st year .. .. .  | 25                              | s. d.             | s. d.        | s. d.               |
| 2nd year .. .. .  | 33                              | 1 0               | 1 0          | 30 0                |
| 3rd year .. .. .  | 50                              | 1 6               | 1 6          | 40 6                |
| 4th year .. .. .  | 83                              | 2 0               | 2 3          | 61 6                |
| 5th year .. .. .  | 100, plus 6s.                   | 2 0               | 3 0          | 101 6               |
| <i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i> |                                 |                   |              |                     |
| 1st year .. .. .  | 29                              |                   | 0 9          | 34 6                |
| 2nd year .. .. .  | 50                              | 1 0               | 1 6          | 61 0                |
| 3rd year .. .. .  | 83                              | 2 0               | 2 3          | 101 6               |
| 4th year .. .. .  | 100, plus 6s.                   | 2 0               | 3 0          | 128 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 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.*

(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 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.*

(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.

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations 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. | War Loading. | Additional Amount. | Total Wage Payable. |
|-------------------------------|---------------------------------|-------------------|--------------|--------------------|---------------------|
|                               | Per Week.                       | Per Week.         | Per Week.    | Per Week.          | Per Week.           |
|                               |                                 | s. d.             | s. d.        | s. d.              | £ s. d.             |
| <i>I.—Junior Females.</i>     |                                 |                   |              |                    |                     |
| 17 years of age and under     | 40                              | 1 0               | ..           | 3 6                | 2 11 6              |
| 18 years of age .. .. .       | 47½                             | 1 3               | ..           | 4 0                | 3 1 0               |
| 19 years of age .. .. .       | 55                              | 1 6               | ..           | 4 6                | 3 10 6              |
| 20 years of age .. .. .       | 62½                             | 2 0               | ..           | 5 0                | 4 0 0               |
| <i>II.—Junior Males.</i>      |                                 |                   |              |                    |                     |
| Under 16 years of age .. .. . | 25                              | 0 6               | ..           | 2 0                | 1 11 6              |
| 16 years of age .. .. .       | 35                              | 0 9               | ..           | 3 0                | 2 4 6               |
| 17 years of age .. .. .       | 47½                             | 1 0               | ..           | 4 0                | 3 0 6               |
| 18 years of age .. .. .       | 60                              | 1 0               | ..           | 5 0                | 3 16 0              |
| 19 years of age .. .. .       | 75                              | 2 0               | ..           | 6 0                | 4 15 6              |
| 20 years of age .. .. .       | 90                              | 2 0               | ..           | 7 0                | 5 14 6              |

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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) Junior employees shall not be employed:—

If under the age of 16 years—

- on oil or gas burners or fires used for heating or 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.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 229]

FRIDAY, MARCH 4.

[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  
2nd day of March, 1949.

RAY. H. BEERS,  
Secretary for Labour.

## GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 936 of the 27th September, 1948, shall be replaced by the following clause:—

### 2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

| MALES.                                       |              | FEMALES.                 |                                   |                                    |                                   |                           |
|--|--------------|--------------------------|-----------------------------------|------------------------------------|-----------------------------------|---------------------------|
| Age.   | Wages.       | Age.                     | Adjustable<br>Rate<br>Ingredient. | Industry<br>Loading<br>(Constant). | Special<br>Loading<br>(Constant). | Total<br>Weekly<br>Wages. |
|  | Per Week.    |                          | Per Week.                         | 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>              |
| Under 16 years of age ..                     | 51 9         | Under 16 years of age .. | 30 6                              | 2 3                                | 2 9                               | 35 6                      |
| 16 years of age and under 17 years of age .. | 57 9         | 16 to 17 years of age .. | 32 0                              | 2 6                                | 2 9                               | 37 3                      |
| 17 years of age and under 18 years of age .. | 69 0         | 17 to 18 years of age .. | 39 6                              | 3 0                                | 3 6                               | 46 0                      |
| 18 years of age and under 19 years of age .. | 81 9         | 18 to 19 years of age .. | 43 6                              | 3 3                                | 4 0                               | 50 9                      |
| 19 years of age and under 20 years of age .. | 94 9         | 19 to 20 years of age .. | 50 6                              | 3 9                                | 4 6                               | 58 9                      |
| 20 years of age and under 21 years of age .. | 113 3        | 20 to 21 years of age .. | 57 6                              | 4 3                                | 5 3                               | 67 0                      |

PROPORTION (within any Factory or Place.)

#### Apprentices.

*Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.*

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

#### Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.

*Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.*

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.  
One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

*Candle or Soap and Soda Sections.*

One improver to every five or fraction of five workers receiving not less than the minimum wage.

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—
  - At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.
- In the Starch, Starch Products and Cornflour section of the industry—
  - At any class of work filling, weighing, labelling and casing starch.
- In the Soap and Soap Powders and Soap Extract sections of the industry—
  - At wrapping or packing washing soap or soap extract.
- In the Candles section of the industry—
  - At packing candles in boxes or wrapping or labelling candles.
- In the Polishing Materials section of the industry—
  - At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b) OTHER EMPLOYEES.

|  | Wages per Week.   |  |
|--|---|--|
|  | In all Parts of Victoria except Ballarat and Bendigo Districts. | Within Ballarat and Bendigo Districts. |
|  | £ s. d.   | £ s. d.                                |
| <i>Division 1.—Grocers' Sundries.</i>  |   |  |
| Employees engaged in the manufacture of grocers' sundries—   |   |  |
| Stonedressers and/or millers .. .. .   | 8 7 6   | 8 4 6                                  |
| Honey blenders .. .. .   | 8 2 6   | 7 19 6                                 |
| Men roasting and/or grinding and who mix or blend coffee or chicory .. .. .  | 8 2 6   | 7 19 6                                 |
| Assistant millers .. .. .  | 8 0 0   | 7 17 0                                 |
| Coffee essence makers .. .. .  | 8 0 0   | 7 17 0                                 |
| Bagged goods carriers and/or stackers .. .. .  | 8 0 0   | 7 17 0                                 |
| Cellarmen in charge and working at loading, unloading and despatching by-products .. .. .  | 8 0 0   | 7 17 0                                 |
| Men roasting and/or grinding, who do not mix or blend coffee or chicory .. .. .  | 7 17 0  | 7 14 0                                 |
| Roasters of other commodities than coffee or chicory .. .. .   | 7 17 0  | 7 14 0                                 |
| Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance) .. .. . | 7 17 0  | 7 14 0                                 |
| Mixers or blenders .. .. .   | 7 17 0  | 7 14 0                                 |
| Kilnmen and/or bleachers .. .. .   | 7 12 6  | 7 9 6                                  |
| Mill hands .. .. .   | 7 10 0  | 7 7 0                                  |
| Men engaged drawing off finished products and/or by-products in cereal mills .. .. .   | 7 10 0  | 7 7 0                                  |
| Men engaged at oat cleaning and/or grading .. .. .   | 7 10 0  | 7 7 0                                  |
| Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional  |   |  |
| Leading hands—10s. per week additional   |   |  |
| All other male adults .. .. .  | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .  | 3 17 6  | 3 15 9                                 |
| <i>Division 2.—Starch, Starch Products and Cornflour.</i>  |   |  |
| Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—  |   |  |
| Stonedressers and/or millers .. .. .   | 8 7 6   | 8 4 6                                  |
| Assistant millers .. .. .  | 8 0 0   | 7 17 0                                 |
| Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .  | 8 0 0   | 7 17 0                                 |
| Men in charge of and actually working at starch draining boxes and/or cornflour runs .. .. .   | 8 0 0   | 7 17 0                                 |
| Steepmen .. .. .   | 7 15 0  | 7 12 0                                 |
| Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance) .. .. .   | 7 13 0  | 7 10 0                                 |
| Men assisting the person in charge of starch draining boxes and/or cornflour runs .. .. .  | 7 12 6  | 7 9 6                                  |
| Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .  | 7 10 0  | 7 7 0                                  |
| Men grinding starch and/or cornflour .. .. .   | 7 10 0  | 7 7 0                                  |
| Mill hands .. .. .   | 7 10 0  | 7 7 0                                  |
| Starch and/or cornflour shovellers .. .. .   | 7 10 0  | 7 7 0                                  |
| Leading hand—10s. per week additional  |   |  |
| All other male adults .. .. .  | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .  | 3 17 6  | 3 15 9                                 |
| <i>Division 3.—Rice.</i>   |   |  |
| Employees engaged in the manufacture and preparation for sale of rice and rice products—   |   |  |
| Stonedressers and/or millers .. .. .   | 8 7 6   | 8 4 6                                  |
| Assistant millers .. .. .  | 8 0 0   | 7 17 0                                 |
| Mill hands .. .. .   | 7 10 0  | 7 7 0                                  |
| Men engaged drawing off broken rice, bran, straw, and/or rice .. .. .  | 7 10 0  | 7 7 0                                  |
| Men engaged taking off and/or sewing and/or stacking rice .. .. .  | 7 10 0  | 7 7 0                                  |
| Rice meal rammers .. .. .  | 7 10 0  | 7 7 0                                  |
| Rice hull packers .. .. .  | 7 10 0  | 7 7 0                                  |
| All other male adults .. .. .  | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .  | 3 17 6  | 3 15 9                                 |

OTHER EMPLOYEES—continued.

|   | Wages per Week.   |  |
|---|---|--|
|   | In all Parts of Victoria except Ballarat and Bendigo Districts. | Within Ballarat and Bendigo Districts. |
|   | £ s. d.   | £ s. d.                                |
| <i>Division 4.—Gluten, Glucose and Allied Products.</i>   |   |  |
| Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products— |   |  |
| Vacuum pan men .. .. .  | 8 0 0   | 7 17 0                                 |
| Convertor men .. .. .   | 8 0 0   | 7 17 0                                 |
| Flour mixers or men feeding mixers and/or bagging dry gluten .. .. .                                  | 7 15 0  | 7 12 0                                 |
| Men on tanks, gluten washers, gluten squeezers, gluten dryers .. .. .                                 | 7 12 6  | 7 9 6                                  |
| Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .        | 7 12 6  | 7 9 6                                  |
| Pumpmen .. .. .   | 7 10 0  | 7 7 0                                  |
| Leading hands—10s. per week additional  |   |  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 5.—Macaroni and Allied Products.</i>  |   |  |
| Employees engaged in the manufacture and preparation for sale of macaroni and allied products—        |   |  |
| Employees engaged drying macaroni, vermicelli and allied products .. .. .                             | 8 5 0   | 8 2 0                                  |
| Paste makers .. .. .  | 7 11 0  | 7 8 0                                  |
| Hydraulic press attendants .. .. .  | 7 11 0  | 7 8 0                                  |
| Women working in dough room and vermicelli twisting and spaghetti spreading .. .. .                   | 4 2 6   | 4 0 9                                  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All other female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 6.—Cereal Breakfast Foods.</i>  |   |  |
| Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—              |   |  |
| Men in charge of and working cereal cookers .. .. .   | 8 0 0   | 7 17 0                                 |
| Men in charge of and working rollers .. .. .  | 8 0 0   | 7 17 0                                 |
| Men in charge of and working at toasting flakes or biscuits (oven men) .. .. .                        | 8 0 0   | 7 17 0                                 |
| Grinding and milling machinists .. .. .   | 7 11 0  | 7 8 0                                  |
| Fillers and/or makers .. .. .   | 7 11 0  | 7 8 0                                  |
| Pressmen .. .. .  | 7 11 0  | 7 8 0                                  |
| Conveyor workers .. .. .  | 7 11 0  | 7 8 0                                  |
| Leading hands—10s. per week additional  |   |  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 7.—Malt Extract.</i>  |   |  |
| Employees engaged in the manufacture and preparation for sale of malt extract—                        |   |  |
| Leading vacuum pan attendants .. .. .   | 8 7 6   | 8 4 6                                  |
| Vacuum pan attendants .. .. .   | 8 0 0   | 7 17 0                                 |
| Men operating and in charge of grain crushers, mixing and filling machines .. .. .                    | 7 17 6  | 7 14 6                                 |
| Men working at and in charge of dehydrators .. .. .   | 7 17 6  | 7 14 6                                 |
| Man working at and in charge of store .. .. .   | 7 16 0  | 7 13 0                                 |
| Man working at and in charge of spent grain bins .. .. .  | 7 16 0  | 7 13 0                                 |
| All other adult males .. .. .   | 7 12 0  | 7 9 0                                  |
| <i>Division 8.—Maize Products.</i>  |   |  |
| Millers and/or stonedressers .. .. .  | 8 7 6   | 8 4 6                                  |
| Man engaged on cornflour packing machine .. .. .  | 8 0 0   | 7 17 0                                 |
| Convertor men .. .. .   | 8 0 0   | 7 17 0                                 |
| Man in charge of and working at macerators .. .. .  | 8 0 0   | 7 17 0                                 |
| Vacuum pans men .. .. .   | 8 0 0   | 7 17 0                                 |
| Men in charge of and working in drip rooms .. .. .  | 8 0 0   | 7 17 0                                 |
| Dextrine and/or custard mixer and/or blender .. .. .  | 7 17 0  | 7 14 0                                 |
| Weighbridge attendants .. .. .  | 7 17 0  | 7 14 0                                 |
| Steepmen .. .. .  | 7 15 0  | 7 12 0                                 |
| Millers' assistants .. .. .   | 7 15 0  | 7 12 0                                 |
| Feed dryers .. .. .   | 7 15 0  | 7 12 0                                 |
| Silk reel repairers .. .. .   | 7 12 6  | 7 9 6                                  |
| Men engaged on char filters .. .. .   | 7 12 6  | 7 9 6                                  |
| Char kilnmen .. .. .  | 7 12 6  | 7 9 6                                  |
| Oliver filtermen .. .. .  | 7 12 6  | 7 9 6                                  |
| Oil expeller men .. .. .  | 7 12 6  | 7 9 6                                  |
| Reels and cracker men .. .. .   | 7 12 6  | 7 9 6                                  |
| Neutralizer men .. .. .   | 7 12 6  | 7 9 6                                  |
| Drip room men .. .. .   | 7 12 6  | 7 9 6                                  |
| Maize receiving and cleaning operators .. .. .  | 7 10 0  | 7 7 0                                  |
| Sample men .. .. .  | 7 10 0  | 7 7 0                                  |
| Liquor presses .. .. .  | 7 10 0  | 7 7 0                                  |
| Feed press valve men .. .. .  | 7 10 0  | 7 7 0                                  |

OTHER EMPLOYEES—continued.

|   | Wages per Week.   |   |
|---|---|---|
|   | In all Parts of Victoria<br>except Ballarat and<br>Bendigo Districts. | Within Ballarat and<br>Bendigo Districts. |
|   | £ s. d.   | £ s. d.                                   |
| <i>Division 8.—Maize Products—(continued).</i>  |   |   |
| Cones men .. .. .   | 7 10 0  | 7 7 0                                     |
| Flushing system men .. .. .   | 7 10 0  | 7 7 0                                     |
| Paddlers .. .. .  | 7 10 0  | 7 7 0                                     |
| Pumpmen .. .. .   | 7 10 0  | 7 7 0                                     |
| Starch-house kilnmen .. .. .  | 7 10 0  | 7 7 0                                     |
| Polly feed and/or oil meal baggers and sewers .. .. .   | 7 10 0  | 7 7 0                                     |
| Bulk cornflour baggers and sewers .. .. .   | 7 10 0  | 7 7 0                                     |
| Assistant operators on macerators .. .. .   | 7 10 0  | 7 7 0                                     |
| Yardmen .. .. .   | 7 10 0  | 7 7 0                                     |
| Women employed at scraping starch .. .. .   | 4 2 6   | 4 0 9                                     |
| Women employed on custard powder filling machines .. .. .   | 4 2 6   | 4 0 9                                     |
| Leading hands—10s. per week additional .. .. .  |   |   |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                     |
| All other female adults .. .. .   | 3 17 6  | 3 15 9                                    |
| <i>Division 9.—Tallow.</i>  |   |   |
| Employees engaged in preparation of tallow—   |   |   |
| Tallow samplers .. .. .   | 7 10 0  | 7 7 0                                     |
| Man in charge of liquefying tallow .. .. .  | 7 17 0  | 7 14 0                                    |
| Assistant liquefying tallow .. .. .   | 7 13 6  | 7 10 6                                    |
| Operator of bleaching plant .. .. .   | 7 12 0  | 7 9 6                                     |
| Operator of pumps and/or blowers .. .. .  | 7 10 0  | 7 7 0                                     |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                     |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                    |
| <i>Division 10.—Fatty Acids and Candles.</i>  |   |   |
| Operator of tallow splitting vats .. .. .   | 8 1 6   | 7 18 6                                    |
| Operator of filter presses and/or reagent-making plant .. .. .  | 8 1 6   | 7 18 6                                    |
| Operator of fatty acid stills .. .. .   | 8 1 6   | 7 18 6                                    |
| Stillman's assistant and/or pumpman .. .. .   | 7 12 6  | 7 9 6                                     |
| Cupboard runners .. .. .  | 7 15 0  | 7 12 0                                    |
| Press room ganger (or charge hand in press room) .. .. .  | 8 1 6   | 7 18 6                                    |
| Operator in charge of black acid presses .. .. .  | 7 10 0  | 7 7 0                                     |
| Operator of oliver filters .. .. .  | 8 1 6   | 7 18 6                                    |
| Pumpman .. .. .   | 7 12 6  | 7 9 6                                     |
| Storeman in oliene store .. .. .  | 7 11 0  | 7 8 0                                     |
| Vatmen treating stearine .. .. .  | 7 15 0  | 7 12 0                                    |
| Candle moulder—after 12 months' experience .. .. .  | 7 15 0  | 7 12 0                                    |
| Candle moulder with less than 12 months' experience .. .. .   | 7 10 0  | 7 7 0                                     |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                     |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                    |
| Cupboard runners who are required to remain in the cupboard at a temperature of over 160° F. for more than half an hour continuously on any day—6d. a day extra |   |   |
| <i>Division 11.—Soap and Soda.</i>  |   |   |
| Employees engaged in the manufacture and preparation for sale of soap and soda—   |   |   |
| Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture) .. .. .  | 7 15 6  | 7 12 6                                    |
| Soda crystal maker .. .. .  | 7 15 0  | 7 12 0                                    |
| Assistant soda crystal maker .. .. .  | 7 10 0  | 7 7 0                                     |
| Assistant soap maker .. .. .  | 8 2 6   | 7 19 6                                    |
| Soap pumpmen .. .. .  | 7 15 0  | 7 12 0                                    |
| Lye runner .. .. .  | 7 10 0  | 7 7 0                                     |
| Operator of power mixers and/or crutchers .. .. .   | 7 15 0  | 7 12 0                                    |
| Soap crutcher by hand .. .. .   | 7 12 0  | 7 9 0                                     |
| Soap cutting machinist .. .. .  | 7 12 0  | 7 9 0                                     |
| Head soap cutter by hand .. .. .  | 7 12 0  | 7 9 0                                     |
| Soap cutter by hand .. .. .   | 7 7 6   | 7 4 6                                     |
| Stampers by foot or hand .. .. .  | 7 10 0  | 7 7 0                                     |
| Operator of automatic stamping, wrapping, or packing machines .. .. .   | 7 10 0  | 7 7 0                                     |
| Operator of automatic soap dryers .. .. .   | 7 10 0  | 7 7 0                                     |
| Leading hands—10s. per week additional .. .. .  |   |   |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                     |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                    |
| Milling of Toilet Soap—   |   |   |
| Milling room foreman .. .. .  | 7 15 6  | 7 12 6                                    |
| Man in charge of, and actually milling soap .. .. .   | 7 15 0  | 7 12 0                                    |
| Soap miller .. .. .   | 7 10 0  | 7 7 0                                     |
| Mixing and/or blending toilet soap chips .. .. .  | 7 10 0  | 7 7 0                                     |
| Pulverising and/or dressing pulverized soap .. .. .   | 7 10 0  | 7 7 0                                     |
| Leading hands—10s. per week additional .. .. .  |   |   |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                     |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                    |

OTHER EMPLOYEES—continued.

|   | Wages per Week.   |  |
|---|---|--|
|   | In all Parts of Victoria except Ballarat and Bendigo Districts. | Within Ballarat and Bendigo Districts. |
| <i>Division 12.—Soap Powders and Soap Extracts.</i>   |   |  |
| Operator of power mixer and/or crutcher .. .. .   | £ 7 15 0  | £ 7 12 0                               |
| Operator of soap powder mill .. .. .  | 7 15 0  | 7 12 0                                 |
| Truckers and assistants to operators of mixers, crutchers or mills .. .. .  | 7 8 0   | 7 5 0                                  |
| Leading hands—10s. per week additional  |   |  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 13.—Glycerine.</i>  |   |  |
| Operator of evaporators .. .. .   | 8 1 6   | 7 18 6                                 |
| Assistant operator of evaporators .. .. .   | 7 12 6  | 7 9 6                                  |
| Operator of glycerine stills .. .. .  | 8 1 6   | 7 18 6                                 |
| Men preparing charcoal for refining glycerine .. .. .   | 7 12 6  | 7 9 6                                  |
| Filter press hand .. .. .   | 7 10 0  | 7 7 0                                  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 14.—Polishing Materials.</i>  |   |  |
| Employees engaged in the manufacture and preparation for sale of polishing materials—   |   |  |
| Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain .. .. .  | 8 5 0   | 8 2 0                                  |
| Mill hands as defined .. .. .   | 7 17 6  | 7 14 6                                 |
| Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain .. .. .   | 7 12 0  | 7 9 0                                  |
| Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement   |   |  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 15.—Peanuts.</i>  |   |  |
| Roaster, man in charge .. .. .  | 8 2 6   | 7 19 6                                 |
| Cooker, man in charge .. .. .   | 8 0 0   | 7 17 0                                 |
| <i>Division 16.—Matches.</i>  |   |  |
| Employees engaged in the manufacture and preparation for sale of matches—   |   |  |
| Compo-mixers .. .. .  | 7 12 6  | 7 9 6                                  |
| Skillet and/or splint choppers .. .. .  | 7 11 0  | 7 8 0                                  |
| Paste makers .. .. .  | 7 10 0  | 7 7 0                                  |
| Wax mixers .. .. .  | 7 10 0  | 7 7 0                                  |
| Slitters .. .. .  | 7 10 0  | 7 7 0                                  |
| Gum grinders .. .. .  | 7 10 0  | 7 7 0                                  |
| Dogmen .. .. .  | 7 10 0  | 7 7 0                                  |
| Painting machine attendants (men) .. .. .   | 7 10 0  | 7 7 0                                  |
| Men operating two-way scorers .. .. .   | 7 10 0  | 7 7 0                                  |
| Leading hands—7s. 6d. per week additional   |   |  |
| All other male adults .. .. .   | 7 5 0   | 7 2 0                                  |
| All female adults .. .. .   | 3 17 6  | 3 15 9                                 |
| <i>Division 17.—General.</i>  |   |  |
| The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated  |   |  |
| Storemen and packers (Any person engaged as a storeman and/or packer who notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—   |   |  |
| (a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—  |   |  |
| (i) one, two, three, four, five or six such persons .. .. .   | 7 17 9  | 7 14 9                                 |
| (ii) seven or more such persons .. .. .   | 8 11 9  | 8 8 9                                  |
| (b) Works singly .. .. .  | 7 15 6  | 7 12 6                                 |
| (c) Storemen and/or packers .. .. .   | 7 11 0  | 7 8 0                                  |
| <i>Hot Places.</i>  |   |  |
| 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 20 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. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:— |   |  |
| Employees stacking soda ash from lorry to stack .. .. .   |   | 6d. Extra per hour                     |
| Employees processing soda ash (i.e., during such period as they are actually handling the soda ash) .. .. .   |   | 3d. Extra per hour                     |
| Employees carrying pulverized pumice or silicate .. .. .  |   | 3d. Extra per hour                     |
| Employees cleaning evaporator tubes .. .. .   |   | 6d. Extra per hour                     |
| Employees mixing Cocee cleaner by present methods .. .. .   |   | 9d. Extra per hour                     |
| Employees carrying bags in excess of 200 lbs. .. .. .   |   | 6d. Extra per hour                     |
| Skimming tallow recovery pits .. .. .   |   | 1½d. Extra per hour                    |

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







VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 230]

FRIDAY, MARCH 4.

[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  
2nd day of March, 1949.

RAY H. BEERS,  
Secretary for Labour.

**JEWELLERS BOARD**

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

2.

WAGES PER WEEK OF 40 HOURS.

| Classification.  | £ | s. | d. |
|--|---|----|----|
| Precious gem mounter .. .. .   | 9 | 8  | 0  |
| Setter of precious gems .. .. .  | 9 | 8  | 0  |
| Mounter—1st Class .. .. .  | 8 | 15 | 0  |
| Mounter—2nd Class .. .. .  | 8 | 0  | 0  |
| Drop hammer operator who sets dies and makes force .. .. .                           | 8 | 10 | 6  |
| Drop hammer operator, other .. .. .  | 7 | 7  | 0  |
| Setter .. .. .   | 8 | 5  | 6  |
| Melter and alloyer .. .. .   | 8 | 5  | 6  |
| Lapper .. .. .   | 8 | 5  | 6  |
| Polisher .. .. .   | 7 | 13 | 0  |
| Assembler and solderer .. .. .   | 7 | 13 | 0  |
| Solderer, other .. .. .  | 7 | 7  | 0  |
| Die setter .. .. .   | 7 | 9  | 0  |
| Engine turner .. .. .  | 7 | 5  | 0  |
| Press operator .. .. .   | 7 | 5  | 0  |
| Process worker (as defined) .. .. .  | 7 | 5  | 0  |
| Carder .. .. .   | 6 | 16 | 0  |
| Pinner up .. .. .  | 6 | 16 | 0  |
| Other employees with not less than three months' experience in this industry .. .. . | 6 | 12 | 0  |
| All others .. .. .   | 6 | 6  | 0  |

LEADING HANDS.

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

APPRENTICESHIP.

*Contract of Apprenticeship.*

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Proportion.*

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

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

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

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

*Period of Apprenticeship.*

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

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

|   | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable. |
|---|---------------------------------|-------------------|--------------|---------------------|
|   | Per Week.                       | Per Week.         | Per Week.    | £ s. d.             |
| <b>Four and five-year terms—</b>  |                                 | <i>s. d.</i>      | <i>s. d.</i> |                     |
| 1st year .. .. .  | 25                              | 0 0               | 0 9          | 1 10 0              |
| 2nd year .. .. .  | 33                              | 1 0               | 1 0          | 2 0 6               |
| 3rd year .. .. .  | 50                              | 1 6               | 1 6          | 3 1 6               |
| 4th year .. .. .  | 83                              | 2 0               | 2 3          | 5 1 6               |
| 5th year .. .. .  | 100                             | 2 0               | 3 0          | 6 8 0               |
|   | plus 6s.                        |                   |              |                     |
| <b>Four-year terms—Apprentice commencing after the age of 17 years—</b> |                                 |                   |              |                     |
| 1st year .. .. .  | 29                              | 0 0               | 0 9          | 1 14 6              |
| 2nd year .. .. .  | 50                              | 1 0               | 1 6          | 3 1 0               |
| 3rd year .. .. .  | 83                              | 2 0               | 2 3          | 5 1 6               |
| 4th year .. .. .  | 100                             | 2 0               | 3 0          | 6 8 0               |
|   | plus 6s.                        |                   |              |                     |

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.*

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Annual and Sick Leave.*

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

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

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

*Wages per Week of 40 Hours.*

|  | Percentage of Needs Basic Wage. | Constant Loading.  | Additional Amount. | Total Wage Payable. |
|--|---------------------------------|--------------------|--------------------|---------------------|
|  | Per Week.                       | Per Week.<br>s. d. | Per Week.<br>s. d. | £ s. d.             |
| <i>I.—Adult Females.</i>               |                                 |                    |                    |                     |
| Under three months' experience .. .. . | 65                              | 3 0                | 6 0                | 4 5 0               |
| All others .. .. .                     | 75                              | 3 0                | 7 0                | 4 17 6              |
| <i>II.—Junior Females.</i>             |                                 |                    |                    |                     |
| 17 years of age and under .. .. .      | 40                              | 1 0                | 3 6                | 2 11 6              |
| 18 years of age .. .. .                | 47½                             | 1 3                | 4 0                | 3 1 0               |
| 19 years of age .. .. .                | 55                              | 1 6                | 4 6                | 3 10 6              |
| 20 years of age .. .. .                | 62½                             | 2 0                | 5 0                | 4 0 0               |
| <i>III.—Junior Males.</i>              |                                 |                    |                    |                     |
| Under 16 years of age .. .. .          | 25                              | 0 6                | 2 0                | 1 11 6              |
| 16 years of age .. .. .                | 35                              | 0 9                | 3 0                | 2 4 6               |
| 17 years of age .. .. .                | 47½                             | 1 0                | 4 0                | 3 0 6               |
| 18 years of age .. .. .                | 60                              | 1 0                | 5 0                | 3 16 0              |
| 19 years of age .. .. .                | 75                              | 2 0                | 6 0                | 4 15 6              |
| 20 years of age .. .. .                | 90                              | 2 0                | 7 0                | 5 14 6              |

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

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

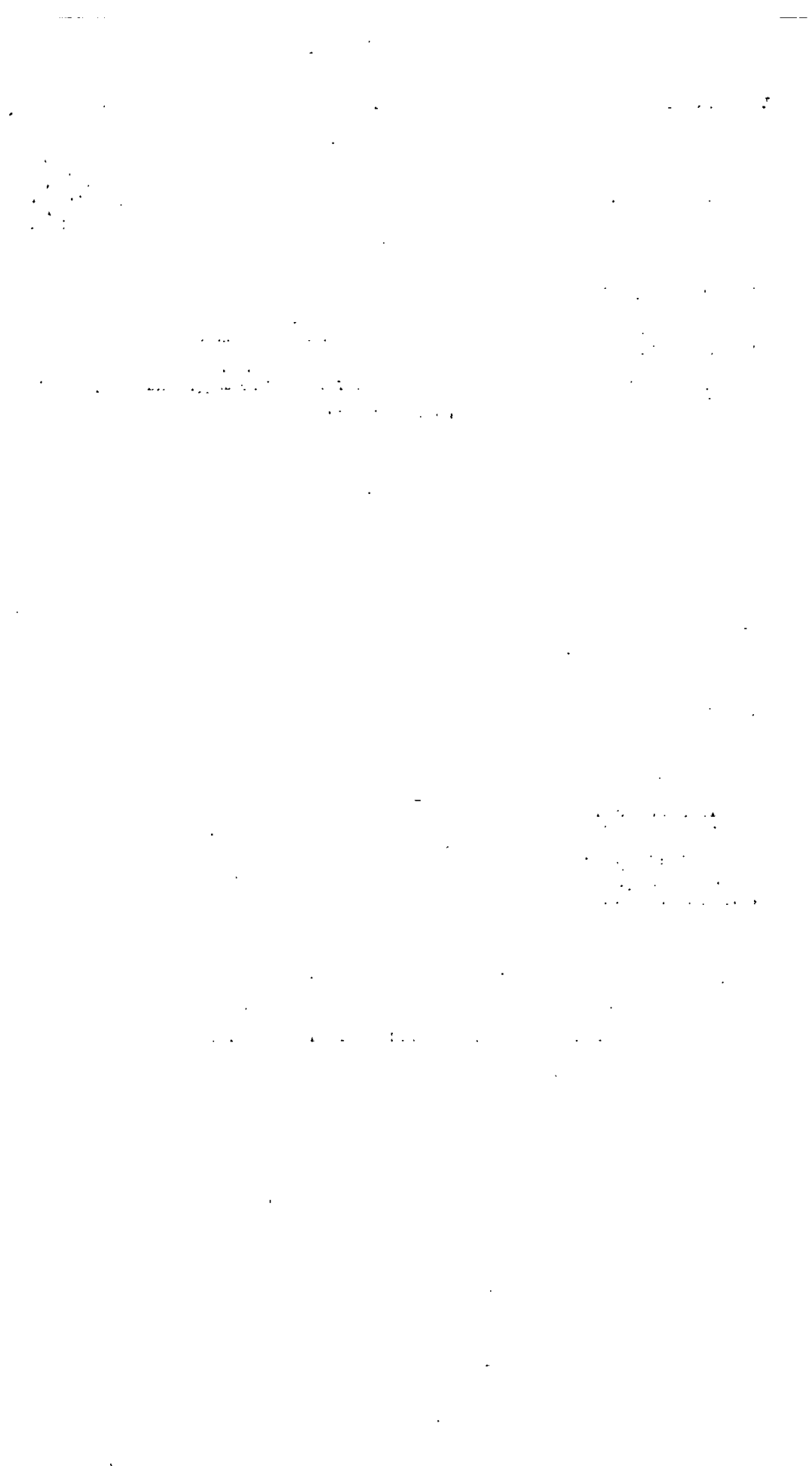
(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs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

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles.
- (ii) if under 18 years of age—  
die setting on power presses.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 231]

FRIDAY, MARCH 4.

[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  
2nd day of March, 1949.

RAY H. BEERS,  
Secretary for Labour.

### NAILMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 28 of the 11th January, 1949, shall be replaced by the following clauses:—

| 2.   | WAGES PER WEEK OF 40 HOURS. | s. d. |
|--|-----------------------------|-------|
| Nail or tack tool maker .. .. .  | .. .. .                     | 160 0 |
| Nail or tack machinist .. .. .   | .. .. .                     | 151 0 |
| Assistant to nail or tack machinist .. .. .  | .. .. .                     | 146 0 |
| Roofing nail heading machinist .. .. .   | .. .. .                     | 151 0 |
| Barbed wire tool maker or machinist .. .. .  | .. .. .                     | 151 0 |
| Assistant to barbed wire machinist .. .. .   | .. .. .                     | 146 0 |
| Clipper or tier-up on concertina barbed wire .. .. .   | .. .. .                     | 145 0 |
| Rumbler .. .. .  | .. .. .                     | 145 0 |
| Galvanizer .. .. .   | .. .. .                     | 156 0 |
| Pickler—Head, or where only one pickler is employed .. .. .                                      | .. .. .                     | 150 0 |
| Assistant pickler .. .. .  | .. .. .                     | 144 0 |
| Assistant working over metal pot .. .. .   | .. .. .                     | 150 0 |
| Swinger .. .. .  | .. .. .                     | 142 0 |
| Wire-drawing plate setter .. .. .  | .. .. .                     | 149 0 |
| Wire-drawing block operator .. .. .  | .. .. .                     | 145 0 |
| Tack Inspector .. .. .   | .. .. .                     | 145 0 |
| Storeman, packer, or sorter .. .. .  | .. .. .                     | 148 0 |
| Other employees with not less than three months' experience in the metal trades industry .. .. . | .. .. .                     | 132 0 |
| All others .. .. .   | .. .. .                     | 126 0 |

#### Leading Hands.

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

#### APPRENTICESHIP.

##### Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—
- (1) Tool making;
  - (2) Setting-up; and
  - (3) Machining.

##### 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) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

(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.

*Wages.*

(f) The minimum weekly rates of wages 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 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.

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

|  | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable. |
|--|---------------------------------|-------------------|--------------|---------------------|
| <i>Four and Five-year Terms.</i>   |                                 |                   |              |                     |
|  | Per Week.                       | Per Week.         | Per Week.    | Per Week.           |
|  |                                 | <i>s. d.</i>      | <i>s. d.</i> | <i>s. d.</i>        |
| 1st year .. .. .   | 25                              |                   | 0 9          | 30 0                |
| 2nd year .. .. .   | 33                              | 1 0               | 1 0          | 40 6                |
| 3rd year .. .. .   | 50                              | 1 6               | 1 6          | 61 6                |
| 4th year .. .. .   | 83                              | 2 0               | 2 3          | 101 6               |
| 5th year .. .. .   | 100                             | 2 0               | 3 0          | 128 0               |
|  | plus 6s.                        |                   |              |                     |
| <i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i> |                                 |                   |              |                     |
| 1st year .. .. .   | 29                              |                   | 0 9          | 34 6                |
| 2nd year .. .. .   | 50                              | 1 0               | 1 6          | 61 0                |
| 3rd year .. .. .   | 83                              | 2 0               | 2 3          | 101 6               |
| 4th year .. .. .   | 100                             | 2 0               | 3 0          | 128 0               |
|  | plus 6s.                        |                   |              |                     |

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) 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.*

(l) 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

## FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

|   | Percentage of Needs Basic Wage. | Constant Loading.   | Additional Amount.  | Total Wage Payable.  |
|---|---------------------------------|---------------------|---------------------|----------------------|
| <i>I.—Adult Females.</i>                |                                 |                     |                     |                      |
| Under three months' experience .. .. .  | 65                              | <i>s. d.</i><br>3 0 | <i>s. d.</i><br>6 0 | <i>s. d.</i><br>85 0 |
| All others .. .. .                      | 75                              | 3 0                 | 7 0                 | 97 6                 |
| <i>II.—Junior Females.</i>              |                                 |                     |                     |                      |
| 17 years of age and under .. .. .       | 40                              | 1 0                 | 3 6                 | 51 6                 |
| 18 years of age .. .. .                 | 47½                             | 1 3                 | 4 0                 | 61 0                 |
| 19 years of age .. .. .                 | 55                              | 1 6                 | 4 6                 | 70 6                 |
| 20 years of age .. .. .                 | 62½                             | 2 0                 | 5 0                 | 80 0                 |
| <i>III.—Improvers and Junior Males.</i> |                                 |                     |                     |                      |
| Under 16 years of age .. .. .           | 25                              | 0 6                 | 2 0                 | 31 6                 |
| 16 years of age .. .. .                 | 35                              | 0 9                 | 3 0                 | 44 6                 |
| 17 years of age .. .. .                 | 47½                             | 1 0                 | 4 0                 | 60 6                 |
| 18 years of age .. .. .                 | 60                              | 1 0                 | 5 0                 | 76 0                 |
| 19 years of age .. .. .                 | 75                              | 2 0                 | 6 0                 | 95 6                 |
| 20 years of age .. .. .                 | 90                              | 2 0                 | 0                   | 114 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 proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 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 or her age and in addition thereto the constant loading prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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

