



VICTORIA

GOVERNMENT GAZETTE.

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No. 333]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3, and 4 of the Determination published in *Government Gazette* No. 78 of the 7th February, 1949, shall be replaced by the following clauses:—

PART 1.

	Improvers.*		Other Employees.		
	Mildura District.	Elsewhere.	Mildura District.	Elsewhere.	
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
14 and under 21 years of age ..	118 6	124 9	Stable Workers	140 0	148 0
			All Others	160 0	160 0

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

* The Board has determined that no person shall be taken on as an apprentice.

PART 2.

1.

Improvers.*		Other Employees.			
WAGES.	Per week. <i>s. d.</i>	—	WAGES. <i>s. d.</i>	WEEKLY HOURS.	
				During a Week in which Carters' Holiday is Observed.	During any Other Week.
14 and under 21 years of age	124 9	Stable Workers	148 0	42	46
		All Others	160 0	42	46

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week fixed for their respective sections.

* The Board has determined that no person shall be taken on as an apprentice.

PART 3.

1.

* Improvers.		Other Employees.			
—	Wages. <i>s. d.</i>	Wages.	Weekly Hours.		
			During a Week in which Carters' Holiday is Observed.	During any Other Week.	
Under 16 years of age	59 0				
16 years and under 17 years of age	72 3				
17 years and under 18 years of age	88 9				
18 years and under 19 years of age	103 0				
19 years and under 20 years of age	117 3				
20 years and under 21 years of age	130 6				
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage. Improvers shall be subject to the hours per week as provided for other employees.		Stable workers	132 6	42	46
		All others	142 6	42	46

* The Board has determined that no apprentice shall be taken to this Section.

PART 4.

1.

* Improvers.		Other Employees.	
—	Wages <i>s. d.</i>	—	Wages per Week of 44 Hours. <i>s. d.</i>
16 years and under 17 years of age	72 3		
17 years and under 18 years of age	88 9		
18 years and under 19 years of age	103 0		
19 years and under 20 years of age	117 3		
20 years and under 21 years of age	130 6		
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage Improvers shall be subject to the hours per week as provided for other employees		Stable workers	132 6
		All others	142 6

* The Board has determined that no apprentice shall be taken to this Section.

Clauses, other than clause 1 of Parts 1, 2, 3, and 4, of the said Determination shall remain in force.



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Dated at Melbourne, this

27th day of April, 1949.

RAY. H. BEERS,

Secretary for Labour.

SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 505 of the 13th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.		
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		
	Males.	Females.		Within the Metropolitan District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chillwell.	All other parts of Victoria where this Determination applies.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
Under 16 years	35 6	29 0			
16 years	55 0	39 0			
17 "	74 6	47 6			
18 "	94 6	56 0			
19 "	114 0	64 6			
20 "	131 6	73 6			
<p>Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.</p>			MALES.		
PROPORTION (IN ANY SHOP OR PLACE).					
APPRENTICES.					
<i>Males.</i>					
One male apprentice to every three or fraction of three male persons receiving not less than 146s. 6d. per week of 40 hours.			Manager of a shop or head salesman, <i>i.e.</i> , the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department—		
<i>Females.</i>			(a) Working singly		
One female apprentice to every three or fraction of three female persons receiving not less than 95s. per week of 40 hours.			157 6		
An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.			(b) In charge of 1, 2, 3, or 4 persons		
			163 0		
			(c) In charge of 5 or more persons		
			174 0		
			166 0		
IMPROVERS.			Salesmen		
<i>Males.</i>			164 6		
Two male improvers to one			Persons employed in the parcels or country order office, or as packers, porters, or storemen ..		
Four " " " two					
Five " " " three					
Six " " " four					
Seven " " " five					
Eight " " " six					
Nine " " " seven			154 6		
Ten " " " eight			146 6		
and thereafter one additional male improver to every two or fraction of two additional.					

Improvers.	Other Employees.					
	Wages per Week of 40 Hours.					
		Within the Metropolitan District the Cities of Geelong and Geelong West; and the Town of Newtown and Chittwell.	All other parts of Victoria where this Determination applies.			
	FEMALES.	<i>s. d.</i>	<i>s. d.</i>			
<p style="text-align: center;">PROPORTION (IN ANY SHOP OR PLACE). IMPROVERS. Females.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%; vertical-align: top;"> <p>Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight</p> </td> <td style="width: 30%; vertical-align: middle; font-size: 2em;">}</td> <td style="vertical-align: middle;">female persons receiving not less than 95s. per. week of 40 hours,</td> </tr> </table> <p>and thereafter one additional female improver to every two or fraction of two additional.</p> <p>Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.</p>	<p>Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight</p>	}	female persons receiving not less than 95s. per. week of 40 hours,	<p>Manageress of a shop or head saleswoman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by bootdealers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department—</p> <p>(a) Working singly</p> <p>(b) In charge of 1, 2, 3, or 4 persons</p> <p>(c) In charge of 5 or more persons</p> <p>Saleswomen</p>	<p>157 6</p> <p>163 0</p> <p>174 0</p> <p>95 0</p>	<p>152 6</p> <p>155 6</p> <p>166 6</p> <p>95 0</p>
	<p>Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight</p>	}	female persons receiving not less than 95s. per. week of 40 hours,			

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



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[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 14 (FURNITURE DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 704 of the 16th July, 1948, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.							Other Employees.			
Experience.	Commencing Age.						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.		
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.				
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year—							Person in charge of a shop (including a branch shop) Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched) Other storemen or packers All others			
1st 6 months	35 6	46 0	51 0	61 0	76 0	87 0		173 0	168 0	
2nd 6 months	45 6	51 0	55 6	66 0	87 0	160 0				
2nd year—										
1st 6 months	57 0	57 0	66 0	76 0	100 0	107 6				
2nd 6 months	62 0	62 0	76 0	100 0	107 6	125 0				
3rd year ..	72 0	72 0	97 0	125 0	125 0	..				
4th year ..	97 0	97 0	125 0	..	..	..		162 0	158 0
5th year ..	121 0	125 0	..	..	..	..
6th year ..	136 0	..	..	..	..	..
And thereafter the minimum wage.										
PROPORTION (within any shop).										
APPRENTICES.										
One apprentice to every three or fraction of three workers receiving not less than 158s. per week.										
IMPROVERS.										
One improver to every two or fraction of two workers receiving not less than 158s. per week.										

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

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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

WHOLESALE GROCERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 176 of the 18th March, 1948, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.		ALL OTHER EMPLOYERS.		
Wages per week.		Wages per week.		
£ s. d.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determination applies.
£ s. d.		£ s. d.	£ s. d.	
Under 16 years of age ..	1 17 6	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..	7 19 6	8 3 0
16 years of age ..	2 5 6	Leading hand in charge of storemen only—		
17 " " ..	2 19 3	10 or more storemen ..	8 6 0	8 9 6
18 " " ..	3 18 6	6, 7, 8, or 9 storemen ..	7 19 6	8 3 0
19 " " ..	5 0 3	1, 2, 3, 4, or 5 storemen ..	7 11 0	7 15 0
20 " " ..	6 1 9	Leading hand in charge of persons other than storemen or of storemen and other persons—		
PROPORTION (IN ANY PLACE).		10 or more persons ..	7 19 6	8 3 0
<i>Apprentices.</i>		6, 7, 8, or 9 persons ..	7 11 0	7 15 0
One apprentice to every three or fraction of three workers receiving not less than 14s. 6d. per week.		1, 2, 3, 4, or 5 persons ..	7 9 6	7 13 6
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.		Storeman employed singly ..	7 11 0	7 15 0
<i>Improvers.</i>		All others ..	7 4 6	7 9 6
One improver to every three or fraction of three workers receiving not less than 14s. 6d. per week.				

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

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

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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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

PASTRYCOOKS BOARD.

Clause 2 of the Determination published in Government Gazette No. 1188 of the 6th December, 1948, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 40 Hours.

Experience.	Commencing Age.						Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.			17 Years and Over.			
	Adjustable Weekly Rate.	Non- adjustable *War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non- adjustable *War Loading.	Total Weekly Wage.	
First Year ..	s. d. 28 9	s. d. 1 3	s. d. 30 0	s. d. 39 6	s. d. 1 9	s. d. 41 3	
Second Year ..	39 6	1 9	41 3	53 0	2 3	55 3	
Third Year ..	53 0	2 3	55 3	76 9	3 3	80 0	
Fourth Year ..	76 9	3 3	80 0	105 0	4 6	109 6	
Fifth Year ..	105 0	4 6	109 6	..	..	..

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 162s. per week of 40 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 40 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows :—

	Persons Engaged in General Work for the Whole of their Working Time						Females Engaged Decorating Christmas and New Year Cakes		
	Males.			Females.			Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly 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>	<i>s. d.</i>	
14 years of age ..	31 3	1 6	32 9	..	..	..	..	..	..
15 " " ..	35 0	1 6	36 6	29 6	1 6	31 0	35 0	1 9	36 9
16 " " ..	40 3	2 0	42 3	31 9	1 6	33 3	40 6	2 0	42 6
17 " " ..	47 6	2 3	49 9	40 6	2 0	42 6	47 6	2 3	49 9
18 " " ..	53 6	2 6	56 0	43 9	2 3	46 0	54 6	2 9	57 3
19 " " ..	60 0	2 9	62 9	48 3	2 6	50 9	62 0	3 0	65 0
20 " " ..	70 9	3 3	74 0	52 0	2 6	54 6	68 0	3 6	71 6

OTHER EMPLOYEES.

Wages Per Week of 40 Hours.

	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein ..	169 0	6 0	175 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornament, or ornamental worker under his or her charge ..	164 0	6 0	170 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers ..	156 0	6 0	162 0
All other males ..	129 0	6 0	135 0
Females engaged in general work ..	84 6	4 0	88 6

	Ordinary Wage Per hour.	*War Loading Per hour.	Total Wage Per hour.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Jobbers, i.e., workers engaged for not more than half the number of hours fixed or a week's work ..	.. 4 1	0 2	.. 4 3

* The War Loading shall not be taken into account in the calculation of overtime and other penalty rates.

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



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No. 339]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
4th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 955 of the 13th October, 1948, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

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

	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	22 0	18 9	121 6	73 6
2nd year	29 3	25 9		
3rd year	44 3	36 9		
4th year—				
1st six months ..	59 3	51 6		
2nd six months ..	59 3	59 3		
5th year—				
1st six months ..	73 6	59 3		
2nd six months ..	73 6			

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

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

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 110s. 6d. per week. Provided that a male working employer shall be entitled to an apprentice.

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

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 110s. 6d. per week if female.

Improvers.

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

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

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

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

Wages.

Receptionists ..	.. 46s. 0d. per week of 40 hours.
Messengers ..	.. 18s. 0d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

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

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

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

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, and Warrnambool; and the Town of Newtown and Chilwell.	All Other Parts of Victoria.
<i>Men's Hairdressing Saloons.</i>	<i>s. d.</i>	<i>s. d.</i>
Chair workers (male or female)	Per Week of 40 Hours. 164 0	Per Week of 40 Hours. 154 0
<p>Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.</p>		
<i>Any Other Place.</i>	<i>s. d.</i>	<i>s. d.</i>
Males engaged in—	Per Week of 40 Hours.	Per Week of 40 Hours.
Children's haircutting	153 0	150 0
Ladies' haircutting	173 6	170 6
All other males	183 6	180 6
Female window models	Per Week of 20 Hours. 179 6	Per Week of 20 Hours. 174 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	124 0	121 0
Female receptionists	62 9	62 9
All other females	112 6	110 6

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

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Factories and Shops Acts.

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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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 686 of the 5th July, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Wages per Week of 40 Hours.
	<i>s. d.</i>
15 years of age or under	35 9
16 years of age	39 9
17 years of age	44 9
18 years of age	63 3
19 years of age	76 0
20 years of age	90 6

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	<i>s. d.</i>	<i>s. d.</i>	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	4 0 ³ / ₂₀	160 6	} 40
Gardeners†	3 8 ¹ / ₄	147 6	
Gardeners' labourers	3 6	140 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	3 8 ¹ / ₄	147 6	} 40
Gardeners' labourers	3 6	140 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	4 0 ³ / ₂₀	160 6	} 40
Gardeners†	3 8 ¹ / ₄	147 6	
Gardeners' labourers	3 6	140 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	4 0 ³ / ₂₀	160 6	} 40
Gardeners†	3 8 ¹ / ₄	147 6	
Gardeners' labourers	3 6	140 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	3 8 ¹ / ₄	147 6	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	4 0 ³ / ₂₀	160 6	} 40
Gardeners†	3 8 ¹ / ₄	147 6	
Gardeners' labourers	3 6	140 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	4 0 ³ / ₂₀	160 6	} 40
All others	3 8 ¹ / ₄	147 6	

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 17—Definitions.

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

[2471]



VICTORIA

GOVERNMENT GAZETTE.

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No. 341]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 697 of the 12th July, 1948, shall be replaced by the following clause:—

2.

Apprentices and Improvers.										Wages Per Week of 40 Hours.	
										<i>s.</i>	<i>d.</i>
MALES.											
15 years of age or under	..	..	..	..	..	..	..	..	..	38	9
16 years of age	..	..	..	..	..	..	..	..	..	45	0
17 years of age	..	..	..	..	..	..	..	..	..	63	6
18 years of age	..	..	..	..	..	..	..	..	..	68	6
19 years of age	..	..	..	..	..	..	..	..	..	85	0
20 years of age	..	..	..	..	..	..	..	..	..	100	6
FEMALES.											
15 years of age or under	..	..	..	..	..	..	..	..	..	36	6
16 years of age	..	..	..	..	..	..	..	..	..	41	3
17 years of age	..	..	..	..	..	..	..	..	..	51	0
18 years of age	..	..	..	..	..	..	..	..	..	58	3
19 years of age	..	..	..	..	..	..	..	..	..	64	6
20 years of age	..	..	..	..	..	..	..	..	..	68	9

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
MALES.			
Laundry Workers	142 0	3 0	145 0
FEMALES.			
Washers employed on washing machine or hydro extractor	140 6	3 0	143 6
Glad ironers	94 0	2 0	96 0
Hand washers	93 3	2 0	95 3
Employees on treadle shirt or collar ironing machines	90 0	1 9	91 9
Employees on treadle press machines	90 0	1 9	91 9
Employees backing shirts off treadle shirt ironing machines	90 0	1 9	91 9
Starched clothes ironers who completely iron any starched clothes articles by hand	90 0	1 9	91 9
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	86 6	1 9	88 3
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	84 0	1 9	85 9
Employees on automatic air-driven presses	84 0	1 9	85 9
All others	77 0	1 6	78 6

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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



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Dated at Melbourne, this
27th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination published in *Government Gazette* No. 138 of the 12th March, 1948, shall be replaced by the following clause:—

2. (a) *Apprentices.*

WAGES PER WEEK OF 40 HOURS.				PROPORTION.		
				(In any shop or place.)		
		Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	One apprentice to one or more than one worker receiving not less than the minimum wage:	
1st year	.. ..	25 6	0 6	26 0	Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.	
2nd "	.. ..	35 0	0 6	35 6		
3rd "	.. ..	48 0	1 0	49 0		
4th "	.. ..	58 0	1 0	59 0		
5th "	.. ..	86 0	2 0	88 0		

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz. :—

WAGES PER WEEK OF 40 HOURS.						
		Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
18 years of age	.. ..	24 6	0 6	25 0		
17 years of age	.. ..	38 6	0 6	39 0		
18 years of age	.. ..	42 0	1 0	43 0		
19 years of age	.. ..	51 6	1 0	52 6		
20 years of age	.. ..	59 0	1 0	60 0		

(c) Other Employees.

WAGES PER WEEK OF 40 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	10 19 0	6 0	11 5 0	10 3 9	6 0	10 9 9
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	9 16 0	6 0	10 2 0	9 2 6	6 0	9 8 6
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	8 13 0	6 0	8 19 0	8 1 3	6 0	8 7 3
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	7 13 0	3 0	7 16 0	7 2 9	3 0	7 5 9
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same .. ..	..	..	..	4 19 9	3 0	5 2 9

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



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Dated at Melbourne, this
27th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 532 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)	Other Employees. (The Masculine to include the Feminine.)	Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.	WAGES.	Per week of 40 hours.	Per week of 40 hours.
Per week of 40 hours.	Per week of 40 hours.	£ s. d.	£ s. d.
Under 16 years of age			
16 years of age	Departmental managers, or branch managers, having under their control—		
17	5 or more salesmen, 21 years of age or over	8 18 0	8 14 0
18	4 salesmen	8 11 0	8 7 0
19	3 salesmen	8 3 0	7 19 0
20	Other Branch Managers	7 18 0	7 14 0
	Outside salesmen	7 18 0	7 15 0
	Salesmen or Buyers	7 14 6	7 11 6
	Assemblers of Ordered Goods	7 7 6	7 7 6
	NOTE.—See Clause 20 re Definitions.		
PROPORTION (in any shop or place).			
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.			
One improver to one worker	Receiving not less than the rates fixed for assemblers of ordered goods.		
Two improvers to two, three or four workers			
Three improvers to five, six or seven workers			
Four improvers to eight workers			
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.			

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

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[1949

Factories and Shops Acts.

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Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 503 of the 13th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.									
				Per Week of 40 Hours.									
WAGES.				Males.	Females.	WAGES.							
				<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>						
15 years of age or under	38	0	38	0	Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department	..	164	6	149	6
16 years of age	47	6	47	6	First assistant, 25 years of age, where two or more persons over the age of 19 years are employed	..	159	6	144	6
17 years of age	69	0	64	0	*All others	..	149	6	133	6
18 years of age	84	6	76	6	* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.					
19 years of age	102	6	94	6						
20 years of age	121	6	115	6						

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

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

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Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 22 (MOTOR REQUISITES.)

Clause 2 of the Determination published in *Government Gazette* No. 954 of the 13th October, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.		PROPORTION (in any Shop).	
<i>Male or Female.</i>			
		<i>Apprentices.</i>	
	<i>s. d.</i>	One apprentice to every three or fraction of three persons receiving not less than the minimum wage.	
15 years of age or under	.. .. 33 0		
16 " " "	.. .. 44 6		
17 " " "	.. .. 61 0		
18 " " "	.. .. 77 6	<i>Improvers.</i>	
19 " " "	.. .. 100 0	Two improvers to every worker receiving not less than the minimum wage.	
20 " " "	.. .. 122 0		

ALL OTHER EMPLOYERS.

	Wages per Week of 40 Hours.	
	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	152 0	152 0
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	137 0	122 0
Other salesman or saleswoman	152 0	152 0

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

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[1949

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Dated at Melbourne, this
27th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 1189 of the 6th December, 1948, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.				Other Employees.			
				Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination applies.	
MALES.				MALES.			
				s.	d.	s.	d.
Under 16 years of age	..	..	..	31	6	(a) Person in charge of a shop	
16 years of age	..	..	..	42	0	Or,	
17 " "	..	..	..	54	0	(b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	170 0 166 0
18 " "	..	..	..	75	6	(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant	
19 " "	..	..	..	96	0		
20 " "	..	..	..	118	0		
FEMALES.				FEMALES.			
Under 16 years of age	..	..	..	32	0	Females	120 6 117 0
16 years of age	..	..	..	40	6		
17 " "	..	..	..	45	6		
18 " "	..	..	..	52	6		
19 " "	..	..	..	59	6		
20 " "	..	..	..	67	6		
PROPORTION (WITHIN ANY SHOP).							
Apprentices.							
MALES.							
One male apprentice to every three or fraction of three workers receiving not less than 150s. 6d. per week.							
FEMALES.							
One female apprentice to every three or fraction of three workers receiving not less than 117s. per week.							
Improvers.							
MALES.							
One male improver to every two or fraction of two workers receiving not less than 150s. 6d. per week.							
FEMALES.							
One female improver to every two or fraction of two workers receiving not less than 117s. per week.							

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

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Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 89, of the 25th February, 1948, shall be replaced by the following clause:—

WAGES.

2.(a)

Apprentices or Improvers.

Males.	Per Week.	Females.	Per Week.
	<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age	67 0	Under 16 years of age	40 6
17 years of age and under 18	80 3	16 years of age and under 17	48 6
18 years of age and under 19	93 6	17 years of age and under 17½	56 6
19 years of age and under 20	107 3	17½ years of age and under 18	64 9
20 years of age and under 21	120 3	18 years of age and under 19	72 9
		and thereafter the minimum wage.	

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

Improvers.—One improver to every four or fraction of four workers of either sex receiving not less than the minimum wage.

(b) *Other Employees.*

Males.	Per Week.	Females.	Per Week.
	£ s. d.		£ s. d.
First Cook, where the number of persons employed in the kitchen is		First Cook, where the number of persons employed in the kitchen is	
Eight or more	8 9 6	Eight or more	5 16 6
Five, six, or seven	8 4 6	Five, six, or seven	5 12 3
Four or less	7 19 6	Four or less	5 7 6
Cook employed alone	7 4 6	Cook employed alone	4 17 0
Second Cook, where the number of persons employed in the kitchen is		Second Cook, where the number of persons employed in the kitchen is	
Eight or more	7 14 6	Eight or more	5 3 6
Five, six, or seven	7 9 6	Five, six, or seven	4 18 3
Four or less	7 4 6	Four or less	4 13 6
Vegetable Cook	6 14 6	Vegetable Cook	4 5 6
Other Cooks	6 19 6	Other Cooks	4 10 6
Kitchenman, pantryman, houseman, or waiter	6 10 6	Head waitress	4 7 3
All others	6 10 6	Needlewoman or seamstress	4 7 3
		Kitchenmaid, pantrymaid, housemaid, or waitress	4 0 9
		All others	4 0 9

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be:—

	Board Only.	Board and Lodging.
(i) <i>Apprentices or Improvers.</i>		
<i>Males.</i>		
	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	7 6	10 0
17 years of age and under 18	9 0	12 0
18 years of age and under 19	10 6	14 0
19 years of age and under 20	12 0	16 0
20 years of age and under 21	13 6	18 0
<i>Females.</i>		
Under 16 years of age	7 6	10 0
16 years of age and under 17	9 0	12 0
17 years of age and under 17½	10 6	14 0
17½ years of age and under 18	12 0	16 0
18 years of age and under 19	13 6	18 0
(ii) <i>Other Employees.</i>		
Other employees	15 0	20 0

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



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Dated at Melbourne, this
29th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 19 of the 7th January, 1949, shall be replaced by the following clause:—

2.

*IMPROVERS.

MALES.					FEMALES.			
Wages per Week.					Wages per Week.			
Experience.	Commencing Age.				Experience.			
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			s. d.	
	s. d.	s. d.	s. d.	s. d.				
1st year	36 3	36 3	39 9	42 9	1st year	36 9		
2nd year	47 9	47 9	57 0	69 0	2nd year	43 6		
3rd year	57 0	61 3	81 0	92 9	3rd year	56 0		
4th year—					4th year	69 9		
1st six months	75 6	84 3	95 6	117 6	5th year and until 21 years of age	85 6		
2nd six months	75 6	84 3	117 6	119 6				
5th year—								
1st six months	101 3	106 0	136 6	142 9				
2nd six months	101 3	133 3	136 6	142 9				
6th year and until 21 years of age	136 6	142 9	..	..		

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

* The Board has determined that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
Males.	£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—		
1st year's experience	7 6 0	7 3 0
2nd year's experience	7 11 0	7 8 0
3rd year's experience	7 16 0	7 13 0
All others	7 18 6	7 15 6
Females.		
All adults	5 13 6	5 10 9

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

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Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CARETAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 302 of the 11th April, 1949, shall be replaced by the following clause:—

2.

IMPROVERS.

Wages per week of 40 Hours.		—	
	<i>s. d.</i>	PROPORTION (in any place).	
Under 18 years of age ..	64 6	One improver to every worker receiving not less than 149s. 6d. per week of 40 hours.	
18 to 19 years of age ..	81 0	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
19 to 20 years of age ..	100 9		
20 to 21 years of age ..	118 9		

OTHER EMPLOYEES.

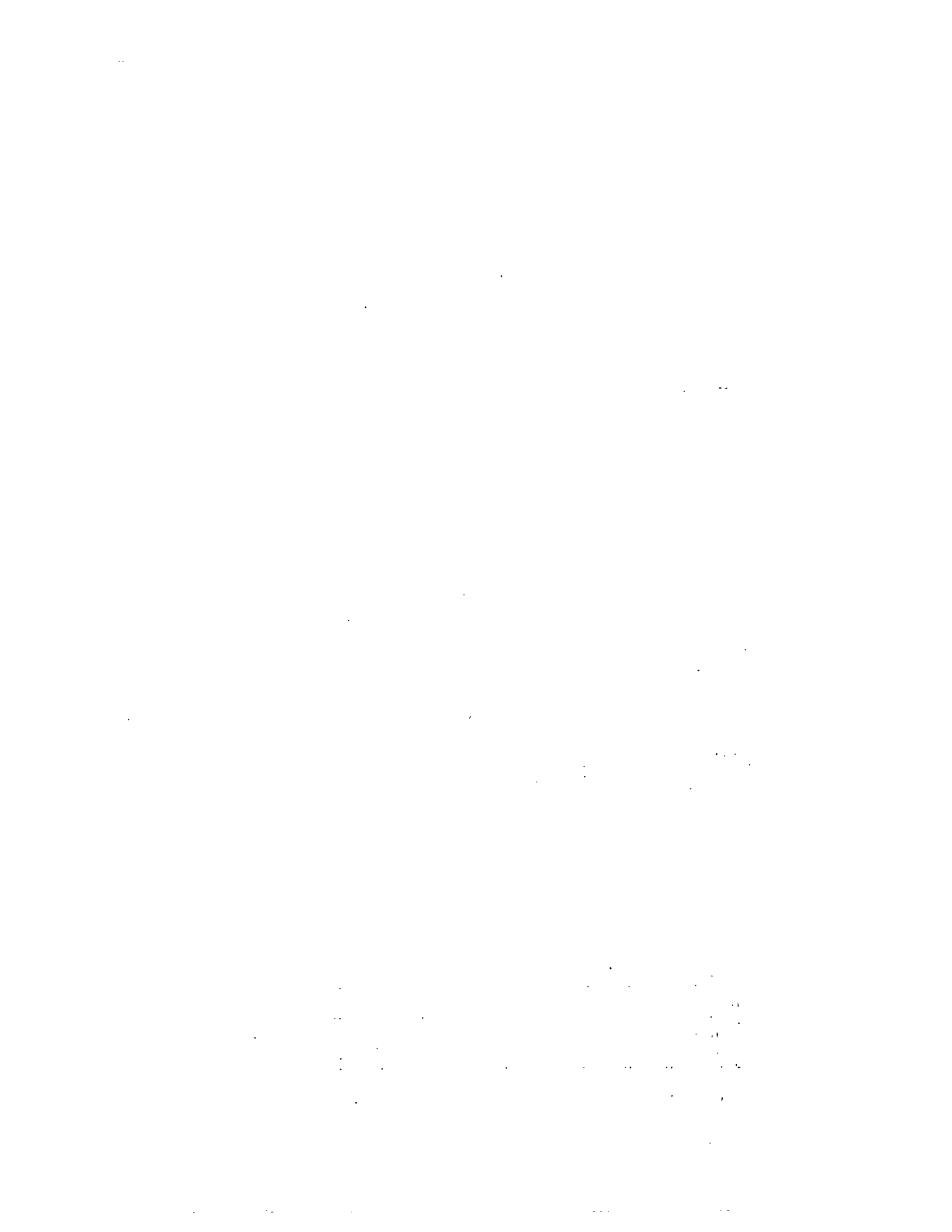
WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.		All Other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>	<i>s. d.</i>	
Persons engaged weekly to take care of buildings which contain—			
41 or more flats	141 0	138 0	
21 to 40 flats	137 0	134 0	
20 or less flats	135 6	132 6	
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	132 0	129 0	
Other caretakers of buildings in charge of—			
11 or more cleaners	171 6	168 6	
4 to 10 cleaners	161 6	158 6	
1 to 3 cleaners	149 6	146 6	
All others	140 6	137 6	

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

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

No. 349.—4010/49.—PRICE 3d.





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No. 350]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 32 of the 2nd February, 1948, shall be replaced by the following clause:—

2. WEEKLY WAGES.

	Town Travellers.	Country Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	7 16 0	9 9 6
Special Travellers	8 16 0	10 9 6
Other Travellers	8 16 0	10 9 6

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 12 for Definitions.)

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

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



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No. 351]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 581 of the 25th May, 1948, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS.

Apprentices.	Improvers.																																																																										
<p style="text-align: center;">Wages per Week.</p> <p style="text-align: center;"><i>s. d.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">1st year's experience</td> <td style="width: 10%;">..</td> <td style="width: 10%;">..</td> <td style="width: 10%;">..</td> <td style="width: 10%;">31</td> <td style="width: 10%;">0</td> </tr> <tr> <td>2nd " "</td> <td>..</td> <td>..</td> <td>..</td> <td>40</td> <td>6</td> </tr> <tr> <td>3rd " "</td> <td>..</td> <td>..</td> <td>..</td> <td>51</td> <td>0</td> </tr> <tr> <td>4th " "</td> <td>..</td> <td>..</td> <td>..</td> <td>60</td> <td>0</td> </tr> </table> <p>And thereafter the minimum wage.</p>	1st year's experience	31	0	2nd " "	40	6	3rd " "	51	0	4th " "	60	0	<p>(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">1st year's experience as such</td> <td style="width: 10%;">..</td> <td style="width: 10%;">..</td> <td style="width: 10%;">..</td> <td style="width: 10%;">106s.</td> <td style="width: 10%;">per week.</td> </tr> <tr> <td>Thereafter</td> <td>..</td> <td>..</td> <td>..</td> <td colspan="2">The rate provided in clause 2 "Other Employees" for the class of vehicle driven.</td> </tr> </table> <p>(b) Other Improvers—</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="3"></th> <th colspan="4" style="text-align: center;">Wages per Week.</th> </tr> <tr> <th colspan="4" style="text-align: center;">Commencing Age—</th> </tr> <tr> <th style="text-align: center;">17 Years or Under.</th> <th style="text-align: center;">18 Years.</th> <th style="text-align: center;">19 Years.</th> <th style="text-align: center;">20 Years.</th> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td>.. 40 6</td> <td>.. 51 0</td> <td>.. 68 0</td> <td>.. 79 0</td> </tr> <tr> <td>2nd " "</td> <td>.. 51 0</td> <td>.. 68 0</td> <td>.. 79 0</td> <td>.. ..</td> </tr> <tr> <td>3rd " "</td> <td>.. 68 0</td> <td>.. 79 0</td> <td>.. ..</td> <td>.. ..</td> </tr> <tr> <td>4th " "</td> <td>.. 79 0</td> <td>.. ..</td> <td>.. ..</td> <td>.. ..</td> </tr> </tbody> </table> <p>And thereafter the minimum wage.</p>	1st year's experience as such	106s.	per week.	Thereafter	The rate provided in clause 2 "Other Employees" for the class of vehicle driven.			Wages per Week.				Commencing Age—				17 Years or Under.	18 Years.	19 Years.	20 Years.		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	1st year's experience	.. 40 6	.. 51 0	.. 68 0	.. 79 0	2nd " "	.. 51 0	.. 68 0	.. 79 0	3rd " "	.. 68 0	.. 79 0	4th " "	.. 79 0
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<p>PROPORTION.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>	<p>PROPORTION.</p> <p>One improver to every seven or fraction of seven workers receiving not less than the minimum wage.</p>																																																																										

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—	s. d.
In which the licensed passenger seating capacity exceeds 18 persons	162 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	158 0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	154 0*
In which the licensed passenger seating capacity does not exceed 7 persons	152 0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—	
In which the licensed passenger seating capacity exceeds 23 persons	157 0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	152 0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	146 0
All other drivers	142 0

(iii) *Employees Not Provided for in (i) and (ii) hereof.*

Conductors (including females)	147 0
Greasers	152 0
Cleaners	140 0
All others—	
Males	140 0
Females	100 0

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



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WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

Clause 2 of the Determination published in *Government Gazette* No. 599 of the 28th May, 1948, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.				PROPORTION. (In or in connexion with any shop.)
Age.	Males.		Females.	
	s.	d.	s.	d.
Under 15 years of age	31	9	26	3
At 15 " " " "	31	9	26	3
" 16 " " " "	44	9	32	6
" 17 " " " "	57	3	39	0
" 18 " " " "	76	6	48	0
" 19 " " " "	95	3	57	3
" 20 " " " "	114	3	67	6

Apprentices.
One male apprentice to every three or fraction of three male workers receiving not less than 147s. per week of 40 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 93s. 9d. per week of 40 hours.
An indenture of apprenticeship proscribed by the Board was approved on 20.12.1923.

Improvers.
One male improver to each male worker receiving not less than 147s. per week of 40 hours.
One female improver to each female worker receiving not less than 93s. 9d. per week of 40 hours.
Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

OTHER EMPLOYEES.

	Wages Per Week of 40 Hours.	
	Males	Females.
	<i>s. d.</i>	<i>s. d.</i>
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	173 6	153 6
(b) in charge of one or more persons	187 0	160 6
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	165 6	111 3
Other shop assistants—		
Between the ages of 21 years and 60 years	147 0	} 93 9
†60 years of age or over	137 6	
Packer or storeman	139 0	..
Carter driving horse-drawn vehicle	140 0	..
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	141 9	..
Driver of motor vehicle with a carrying capacity of over 25 cwt.	145 0	..

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least five years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

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



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No. 353]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

Clause 2 of the Determination published in *Government Gazette* No. 692 of the 9th July, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.		
* Wages per Week of 40 Hours.			* Wages per Week of 40 Hours.		
Age.	Males.	Females.	—	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.	Males.	s. d.	s. d.
Under 15 years of age	39 6	33 0			
At 15 " " "	39 6	33 0			
" 16 " " "	48 0	39 6			
" 17 " " "	61 6	48 6			
" 18 " " "	77 6	60 0			
" 19 " " "	96 0	69 6			
" 20 " " "	120 0	81 0			
			Manager (other than departmental manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	177 0	177 0
			Departmental manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	167 0	167 0
			Person in charge of an order tailoring establishment	171 0	171 0

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.
No. 353.—4024/49.—PRICE 3d.

		Other Employees.	
		* Wages per Week of 40 Hours.	
Apprentices or Improvers.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).			
APPRENTICES.			
<i>Males.</i>			
One male apprentice to every three or fraction of three male workers receiving not less than 152s. per week of 40 hours.			
<i>Females.</i>			
One female apprentice to every three or fraction of three female workers receiving not less than 99s. per week of 40 hours.			
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.			
IMPROVERS.			
<i>Males.</i>			
One male improver to every male person receiving not less than 152s. per week of 40 hours.			
<i>Females.</i>			
Two female improvers to one female person receiving not less than 99s. per week of 40 hours.			
Four female improvers to two female persons, and thereafter—			
One female improver to each additional female person			
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.			
		<i>Males.</i>	
		Pattern-men, assemblers, or salesmen ..	s. d. 157 0
		Canvassers, who are in any way connected with the sale of goods	160 0
		Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	160 0
		Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	156 6
		Packers or storemen	152 0
		Porters	144 6
		All others	157 0
		<i>Females.</i>	
		Managers (other than departmental managers), i.e., a person entrusted with the control or superintendence of a shop stocking frocks, dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	171 0
		Departmental managers—	
		(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	163 0
		(b) In control of three or more saleswomen 21 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	120 6
		Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments ..	157 0
		Other saleswomen or pattern women, or assemblers	103 0
		Packers	143 0
		Canvassers who are in any way connected with the sale of goods	103 0
		Porters	143 0
		All others	103 0

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors. Clauses, other than clause 2, of the said Determination shall remain in force.



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WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in *Government Gazette* No. 506 of the 13th May, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per week of 40 Hours.			
Males—	s.	d.	Females—
15 years of age or under	..	..	15 years of age or under
16 years of age	..	..	16 years of age
17 years of age	..	..	17 years of age
18 years of age	..	..	18 years of age
19 years of age	..	..	19 years of age
20 years of age	..	..	20 years of age
	36	0	33
	51	0	39
	70	0	51
	90	6	63
	113	0	75
	131	6	88

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

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

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—

Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)

Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—

Male

Female—

Where one or more adult males are under her control

In other cases

Other employees

Wages per week of 40 hours.

	Males.		Females.	
	s.	d.	s.	d.
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	167	0	167	0
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—	158	3	..	..
Male	..	..	..	..
Female—	..	..	..	..
Where one or more adult males are under her control	..	..	158	3
In other cases	..	..	113	9
Other employees	152	0	103	6

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

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WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

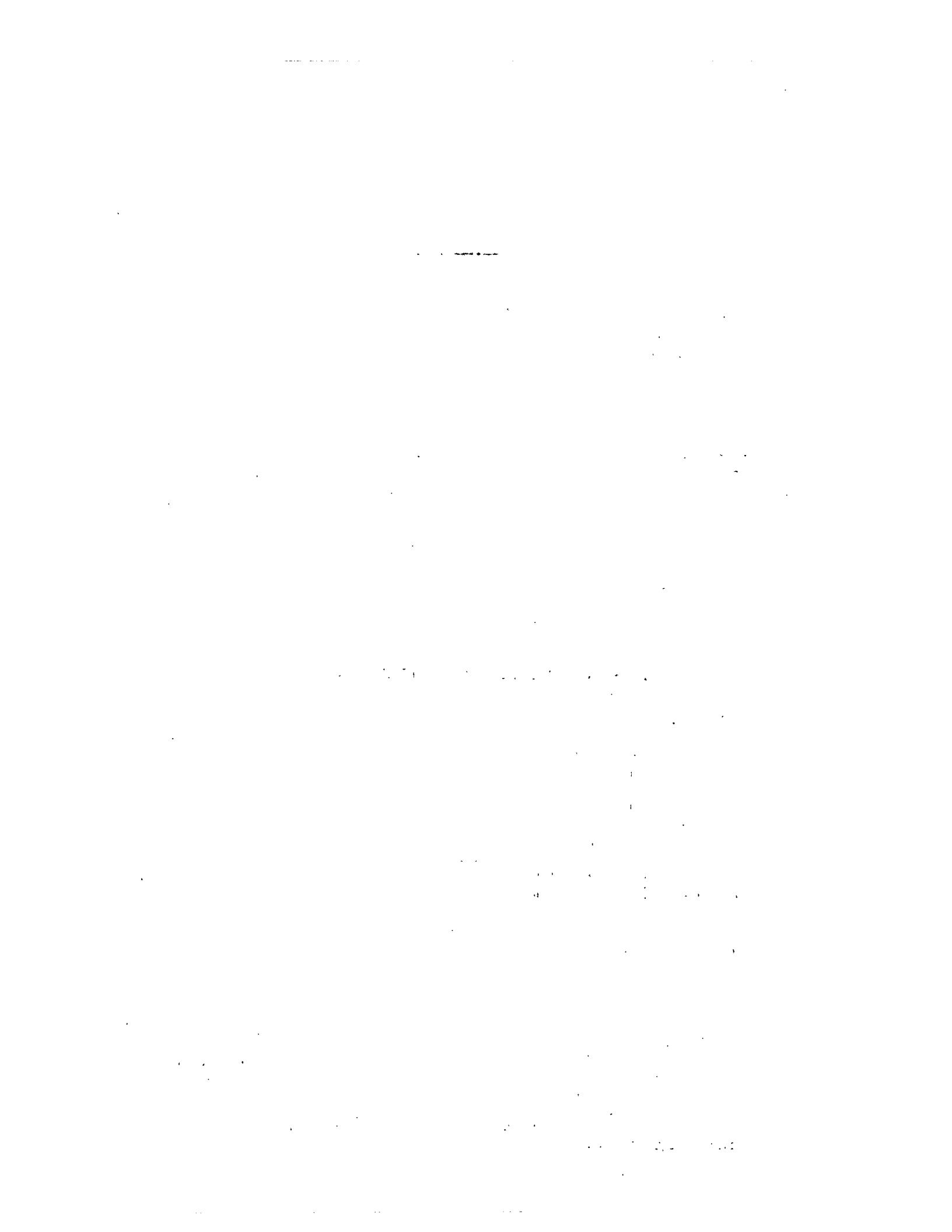
Clause 2 of the Determination published in *Government Gazette* No. 533 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.			
WAGES.	Per week of 40 hours.		WAGES.			
	Males.	Females.				
	<i>s. d.</i>	<i>s. d.</i>	Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under	35 0	28 6				
16 years of age ..	42 6	35 6				
17 years of age ..	54 0	43 6				
18 years of age ..	69 0	51 0				
19 years of age ..	85 6	59 0				
20 years of age ..	102 6	66 0				
Proportions (by any employer).			DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—			
<i>Apprentices.</i>			Where two such persons are under his or her control			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			160 0	114 6	160 0	114 6
An indenture of apprenticeship has been prescribed by the Board.			Where three or more such persons are under his or her control			
<i>Improvers.</i>			170 6	128 6	170 6	128 6
Two improvers to each adult worker receiving not less than 134s. per week of 40 hours in the case of a male adult and 73s. per week of 40 hours in the case of a female adult.			<i>All Others.</i>			
			(a) Employed in connexion with the sale or distribution of newspapers—			
			137 0	78 0	134 0	73 0
			(b) Employed at any other work—			
			144 6	81 6	141 6	76 0

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

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WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CARPENTERS BOARD.

Clauses 2 and 27 of the Determination published in *Government Gazette* No. 753, of the 30th July, 1948, shall be replaced by the following clauses:—

2.	Wages.					
	Adult Employees (other than Apprentices).	Total Wage Payable—				
		Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrambol, and within Mildura and Gippsland Districts.	At Yallourn.		Other Parts of Victoria.	
	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.
(i) For stock work	8 1 0	4 4½	8 7 6	4 6½	7 18 0	4 3½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	9 1 0	4 10½	9 7 6	5 1	8 18 0	4 9½
(iii) For work of employees in a mixed enterprise	9 1 0	4 10½	9 7 6	5 1	8 18 0	4 9½
(iv) For building construction work	9 6 6	5 0½	9 13 0	5 2½	9 3 6	4 11½

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or proscribed—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned of this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.

- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work on a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connection with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed. In the event of any dispute arising out of this sub-clause it shall be referred to the Wages Board.

JUNIOR LABOUR.

Part I.—Unapprenticed.

27. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.

(b) Unapprenticed junior employees shall be paid the same wages as are prescribed in sub-clause (f) of Part II. of this clause and they shall also be paid the special rates prescribed in clause 3 of this Determination according to the exigencies of their employment.

(c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.

(d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

Part II.—Apprenticed.

(Except those covered by the Apprenticeship Commission.)

(a) All apprenticed junior employees shall be indentured for five years in accordance with the form of indenture prescribed by the Wages Board: Provided that a period of probation of three months shall be allowed to each such junior employee, which shall be reckoned as part of the period of his apprenticeship should he at the commencement thereof, or during, or at the termination thereof become indentured as aforesaid.

(b) All documents of indentures and transfers thereof shall be lodged with the Secretary of the Wages Board.

(c) (i) The proportion of apprenticed junior employees to journeymen employed in shops or joinery mills shall not exceed two to three or a fraction of three after any full multiple of three. The calculation of the proportion shall be based, when it is proposed to take an apprentice, upon the aggregate numbers of employees on full-time employment with the employer for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

(ii) The proportion of apprenticed junior employees to journeymen employed elsewhere than in shops or joinery mills shall be in accordance with the proportion as prescribed by the Apprenticeship Commission for such apprentices as come within the jurisdiction of such Commission.

(d) If an employer is unable to fulfil his obligations to an apprentice, the apprentice shall be entitled to complete his term of apprenticeship with another employer, who may take and employ him as such an apprentice and for that purpose the apprentice shall, if required so to do, sign a deed of apprenticeship to such other employer.

(e) No employer shall be entitled to take an apprentice unless he has been in business for at least one year: Provided that this sub-clause shall not apply to the case of an employer or an apprentice in a joinery mill.

(f) The minimum ordinary rates of payment to be paid by employers to apprentices shall be as follows:—

	Per Week.	
	£	s. d.
1st year	1	16 0
2nd year	2	8 6
3rd year	3	6 6
4th year	4	13 6
5th year	6	2 0

The said minimum rates shall be calculated to the nearest 6d. per week, any fraction not exceeding 3d. to be disregarded.

(g) A tool allowance of 2s. per week shall be paid to apprentices in their third, fourth and fifth years of apprenticeship.

(h) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (f) hereof.

(i) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (f) hereof and in addition to the 2s. 6d. prescribed in clause (h) hereof, where payable, for the remainder of the term of his apprenticeship.

(j) The provisions of clauses 2 to 13 (both inclusive) and clauses 15 to 24 (both inclusive), of this Determination shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of indenture as prescribed by the Wages Board.

Clauses, other than clauses 2 and 27, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 357]

WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 153 of the 12th March, 1948, shall be replaced by the following clause:—

2.

* APPRENTICES OR IMPROVERS.

MALES.				FEMALES.					
Wages per Week.				Wages per Week.					
Age.				Improvers.					
				Apprentices.		Typistes, Stenographers or Operators of Calculating, or Ledger-keeping Machines.		All Other Improvers	
				Age.		Apprentices.			
Under 16 years of age	..	..	s. d. 46 3	Under 16 years of age	..	s. d. 46 3	s. d. 54 9	s. d. 46 3
16 years of age	..	..	57 9	16 years of age	..	52 0	60 6	52 0
17 " "	..	..	75 0	17 " "	..	57 9	69 3	57 9
18 " "	..	..	95 3	18 " "	..	69 3	77 9	69 3
19 " "	..	..	115 9	19 " "	..	83 9	92 3	83 9
20 " "	..	..	138 0	20 " "	..	92 3	101 3	92 3

PROPORTION (IN ANY PLACE).

APPRENTICES.	IMPROVERS.
One apprentice to every two or fraction of two workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924.	One improver to one or two Two improvers to three or four Three improvers to five or six And thereafter one improver to every three or fraction of three
	Workers receiving not less than minimum wage.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

Female employees under the age of 21 years (other than apprentices or improvers) employed as telephone switchboard attendants.

	Wages per Week.	
	<i>s. d.</i>	
Under 16 years of age	52	0
16 years of age	54	9
17 " "	63	9
18 " "	75	0
19 " "	86	9
20 " "	98	3

* NOTE.—The Board has determined that as from the 7th July, 1944, no apprentices shall be taken to the trade.

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a Radius of 25 Miles of the General Post Office, Melbourne, and within a Radius of 10 Miles of the Post Office, Geelong.		All Other Parts of Victoria.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>		<i>s. d.</i>	
Stenographers, typistes, or operators of calculating, or ledger-keeping machines	158	113	155	106
Telephone switchboard attendants	158	111	155	106
All other adults	158	109	155	103

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



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WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
27th day of April, 1949.

RAY. H. BEERS,
Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1, 2, 3, 4 and 5 of Part I, clause 1 of Part II, clauses 1, 2, 3, 4 and 5 of Part III, clauses 1, 2, 3, 4 and 5 of Part IV, of the Determination published in *Government Gazette* No. 85 of the 16th February, 1949, shall be replaced by the following clauses:

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen, or (iii) in connexion with the distribution of petrol and petroleum products.)

1. ADULT EMPLOYEES.

	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving jinker, boiler truck, V or float—			
One horse	7 5 0	7 11 6	7 2 0
Two or three horses	7 12 6	7 19 0	7 9 6
Additional horses—6d. extra per day for each extra horse			
Employee driving—			
One horse	6 15 6	7 2 0	6 12 6
Two horses	7 3 6	7 10 0	7 0 6
Three horses	7 8 0	7 14 6	7 5 0
Four horses	7 11 0	7 17 6	7 8 0
Five horses	7 12 6	7 19 0	7 9 6
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
*Horse-drawn vehicle drawing trailer—1s. per day extra for each loaded trailer or 6d. per day extra for each empty trailer drawn along public highways provided that not more than one trailer shall be drawn at any one time.			

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products.)

ADULT EMPLOYEES.—continued.

	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At V'allourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
Motor bicycle with side car	6 16 6	7 3 0	6 13 6
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	7 3 6	7 10 0	7 0 6
Over 25 cwt., but not over 3 tons	7 9 6	7 16 0	7 6 6
Over 3 tons but under 6 tons	7 14 0	8 0 6	7 11 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
*Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer drawn along a public highway provided that not more than one trailer shall be drawn at any one time.			
Employee driving mechanical horse, with or without one trailer	7 16 0	8 2 6	7 13 0
*For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer driven along a public highway.			
Loader	6 19 0	7 5 6	6 16 0
Leading Loader	7 8 6	7 15 0	7 5 6
Stableman	6 11 6	6 18 0	6 8 6
Head stableman	6 18 0	7 4 6	6 15 0
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	6 19 6	7 6 0	6 16 6
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	6 16 6	7 3 0	6 13 6
Between 10 p.m. and 7 a.m.	6 17 6	7 4 0	6 14 6
Supervisor	7 5 0	7 11 6	7 2 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	6 18 6	7 5 0	6 15 6
Driver of articulated vehicle (calculated as if capacity were at least 8 tons)	7 18 6	8 5 0	7 15 6
For each complete ton over 8—1/2. extra.			
Driver of machinery float—8 tons	8 3 6	8 10 0	8 0 6
For each complete ton over 8—1/2. extra.			
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	6 7 6	6 14 0	6 4 6

Employee sifting charcoal—for the first four hours or part thereof—1s. and an extra 1s. for any time extra beyond such four hours in any daily period of 24 hours but not to exceed 4s. per week.

*These extra allowances shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber.

WAGES FOR JUNIORS.

2. (a) The minimum rate of wage to be paid per week to a junior other than a junior driving a vehicle shall be as follows:—

Under 19 years of age	£ s. d.
19 and under 20 years of age	3 9 0
20 years of age and over	Adult rate.

(b) The minimum rate of wage to be paid per week to a junior driving a vehicle shall be as follows—

Under 19 years of age	£ s. d.
19 and under 20 years of age	3 13 0
20 years of age and over	4 1 0
	Adult rate.

WAR LOADINGS.

3. In addition to the weekly rates prescribed in clauses 1 and 2 war loadings shall be paid as follows:—

	Per week.
	s. d.
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
Stableman	1 6
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	1 6
All other classifications	3 0

Provided that any person driving a bulk milk vehicle or a gas-producer unit shall be paid the appropriate extra rates set out in clauses 4 (i) and 5 (i) respectively and shall not be entitled to war loadings.

4. (a) EXTRA RATES.

	Per week.
	s. d.
(i) Further additional amount for a bulk milk carter whether carting milk in tanks and/or containers	7 0
(ii) Further additional amount for employee driving sanitary vehicle—	
Between 7 a.m. and 10 p.m.	3 0
Between 10 p.m. and 7 a.m.	6 0
(iii) Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week	
(iv) Further additional amount for employee carting specially offensive material	6 0
(v) Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material	6 0

PART I.—(continued).

This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen (iii) in connexion with the distribution of petrol and petroleum products.

	Per week. s. d.
(b) Further additional amount for employee driver collecting money—	
If the amount collected be £10 or less	2 0
If the amount collected be over £10 and under £100	6 0
If the amount collected be £100 and under £300	10 0
If the amount collected be £300 and under £500	15 0
If the amount collected be £500 or more	20 0
(c) Further additional amount for a driver salesman (not of a milk vehicle)	2 0
(d) Further additional amount to a driver-salesman as defined in clause 34 hereof	10 0

Provided that no employee shall be entitled to receive in any one week both the additional amounts set out in items (c) and (d) hereof.

GAS PRODUCER UNITS.

5. The following provisions shall apply to drivers of gas producer units:—
 - (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle 1s. extra.
 - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit 1s. extra.
 - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

PART II.

(This part applies only to persons employed as Wharf Draggers.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 3s. 7 ⁶/₁₁d. per hour with a minimum payment as for four hours.

PART III.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a) ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	6 9 0	6 15 6	6 6 0
Two horses	6 14 0	7 0 6	6 11 0
Employee driving—			
Motor bicycle with side car	6 10 0	6 16 6	6 7 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	6 13 0	6 19 6	6 10 0
Over 25 cwt. but not over 3 tons	6 18 0	7 4 6	6 15 0
Over 3 tons but under 6 tons	7 1 0	7 7 6	6 18 0
Further tonnage—for each complete ton over 5 an extra 1s. per week			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Stableman	6 7 0	6 13 6	6 4 0
Head stableman	6 11 0	6 17 6	6 8 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	6 5 0	6 11 6	6 2 0

(b) (i) In addition to the rates prescribed by sub-clauses (a) and (b) (ii) hereof, employees who work six days in any one week shall be paid 11s. 6d.

(ii) Notwithstanding anything contained in sub-clause (a) hereof the following wages rate shall operate as regards any employee employed within a radius of 25 miles of the G.P.O., Melbourne—

Employee driving articulated vehicle not over 8 tons, £7 15s. 6d. per week.
Further tonnage for each complete ton over 8, an extra 1s.

2. EXTRA RATES.

	Per week. s. d.
Further additional amount for employee driving retail milk vehicle within a radius of 25 miles of the G.P.O., Melbourne	19 0
Further additional amount for employee driving retail milk vehicle outside such area	15 0
Further additional amount for employee of retail dairyman driving bulk milk vehicle	7 0
Further additional amount for a driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra	1 0
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra	1 0
Further additional amount for a cleaner of a gas producer unit who is not a driver—for each day or part thereof upon which he is called upon to clean such unit—an extra	1 0

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

DRIVER PROVIDING STABLING FOR HIS HORSE.

3. Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

4. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

5. The minimum rate of wages to be paid per week to a junior shall be as follows:—

	£	s.	d.
Under 19 years of age			3 17 0
19 and under 20 years of age			4 5 0
20 years of age and over			Adult rate.

PART IV.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

1. **ADULT EMPLOYEES.**

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	7 14 0	8 0 6	7 11 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	7 17 0	8 3 6	7 14 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each trailer.			
Motor driver's assistant and any employee not elsewhere specified	6 5 0	6 11 6	6 2 0

2. **EXTRA RATES.**

	Per week.
	s. d.
Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages	3 0
Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets	6 0
Further additional amount for an employee driver collecting money per week—	
If the amount collected be under £30	2 0
If the amount collected be £30 and under £100	3 0
If the amount collected be £100 and under £300	4 0
If the amount collected be £300 and under £500	5 0
If the amount collected be over £500	6 0
Additional amount for an employee driver of an articulated vehicle as defined herein	5 0
Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle	5 0
Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart three or more drums of fuel oil, at the rate of	3 0

WAGE FOR CASUAL EMPLOYEES.

3. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

4. The minimum rate of wage to be paid per week to a junior shall be as follows:—

	£	s.	d.
18 and under 19 years of age			3 9 0
19 and under 20 years of age			3 17 0
20 years of age and over			Adult rate

WAR LOADINGS.

5. In addition to the weekly rates prescribed in clauses 1 and 4 of this Part war loadings shall be paid as follows:—

	s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	3 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	3 0
Motor driver's assistant and any employee not elsewhere specified	1 6
Juniors under 20 years of age	1 0

Clauses, other than clauses 1, 2, 3, 4 and 5 of Part I, and clause 1 of Part II, clauses 1, 2, 3, 4 and 5 of Part III, and clauses 1, 2, 3, 4, and 5 of Part IV, of the said Determination shall remain in force.



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[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination made on the 27th May, 1948, and in force as from the beginning of the first pay period to commence on or after the 11th June, 1948, as amended by order of the Industrial Appeals Court on the 29th day of September, 1948, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops.

2.

* WAGES.

(a) Apprentices.—PER WEEK.						Improvers.—PER WEEK.										
						Weekly Rate.	War Time Loading.	Total Weekly Wage.								
						s. d.	s. d.	s. d.	s. d.							
1st year	36	0	1st six months	..	..	28	6	1	0	29	6
2nd year	48	6	2nd six months	..	..	41	0	1	6	42	6
3rd year	66	6	2nd year	..	..	59	3	2	0	61	3
4th year	93	6	3rd year	..	..	95	9	3	0	98	9
5th year	122	0	4th year	..	..	122	9	4	0	126	9
								5th year	..	..	139	3	4	6	143	9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 20s. 8d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 20s. 8d. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(b) *Other Employees.—PER WEEK.*

	Per Week.	Per Hour.
	<i>s. d.</i>	<i>s. d.</i>
(1) Foreman bricklayer in charge of three or more employees (see clause 21)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	207 11	5 2½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	231 8	5 9½
(b) Where the temperature exceeds 120° Fahrenheit	251 8	6 3½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	231 8	5 9½
(b) Where the temperature exceeds 120° Fahrenheit	251 8	6 3½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	212 7	5 3½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	251 8	6 3½
(7) Bricklayers laying glass bricks	201 8	5 0½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	209 0	5 2½
(9) All other bricklayers	201 8	5 0½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	201 8	5 0½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
*Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		
*The additional amounts prescribed for this work are not payable until on and after the 30th September, 1948.		

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

* WAGES.

<i>(a) Apprentices.—PER WEEK.</i>		<i>Improvers.—PER WEEK.</i>			
	Weekly Rate.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	36 0	1st six months	28 6	1 0	29 6
2nd year	48 6	2nd six months	41 0	1 6	42 6
3rd year	66 6	2nd year	59 3	2 0	61 3
4th year	93 6	3rd year	95 9	3 0	98 9
5th year	122 0	4th year	122 9	4 0	126 9
		5th year	139 3	4 6	143 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 197s. 6d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 197s. 6d. per week.

* NOTE.—Section 151, Act 3877, reads as follows :—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of prices any piecework shall not be deemed to be payment or part payment of any such wages."

(b) *Other Employees.—PER WEEK.*

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 12)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	208 5	5 2½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	227 8	5 8½
(b) Where the temperature exceeds 120° Fahrenheit	247 8	6 2½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	227 8	5 8½
(b) Where the temperature exceeds 120° Fahrenheit	247 8	6 2½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	208 5	5 2½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	247 8	6 2½
(7) Bricklayers laying glass bricks	197 6	4 11½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	204 10	5 1½
(9) All other bricklayers	197 6	4 11½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	197 6	4 11½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
*Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		
*The additional amounts prescribed for this work are not payable until on and after the 30th September, 1948.		

(c) Notwithstanding anything contained in clause 2 (b) of this Part any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 4s. 8d. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

Clauses, other than clause 2 of Part I, and clause 2 of Part II, of the said Determination shall remain in force





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WEDNESDAY, MAY 11.

[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 May, 1949.

Dated at Melbourne, this
29th day of April, 1949.

RAY H. BEERS,
Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 953 of the 13th October, 1948, shall be replaced by the following clauses:—

**TRAINEES IN OR ABOUT A BABIES' HOME.
Wages* (see Footnote).**

	<i>£</i>	<i>s.</i>	<i>d.</i>
First year	2	11	0
Second year	2	16	0

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).*
Employed at Clerical Work.

	Males.	Females.
	<i>s.</i>	<i>d.</i>
Under 16 years of age	58	9
16 years of age	65	3
17 " "	72	3
18 " "	79	0
19 " "	96	6
20 " "	119	6

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver, 16s. per week less than the rate fixed.

All Other Classes of Work.

Males.	s. d.	Females.		
		Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.	
	s. d.	†First year's experience ..	s. d.	s. d.
Under 16 years of age	71 9	72 6		71 0
16 years of age	78 3	81 0		79 6
17 " "	86 9	89 6		88 0
18 " "	95 6			
19 " "	106 0			
20 " "	121 6			

And thereafter the adult female rate.

† Provided that no person who was engaged in the trade prior to the 29th March, 1948, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder :—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend evening classes at the said school in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be :—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be :—

	Per Week.* (See Footnote)
	£ s. d.
First year	3 2 6
Second year	3 18 9
Third year	5 2 3
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii)

PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES. One male apprentice to every three or fraction of three male workers receiving not less than 142s. per week.	MALES. One male improver to every eight or fraction of eight male workers receiving not less than 142s. per week.
FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 106s. 6d. per week.	FEMALES. One female improver to every six or fraction of six female workers receiving not less than 106s. 6d. per week.

NOTE.—The Board has determined that as from the 1st December, 1941, no further persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

OTHER EMPLOYEES.

4. (a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Mildura, or Warrambool; the Towns of Hamilton, Horsham, Sale, or Warragul; the Borough of Wangaratta; or the Mooropna Riding of Shire of Rodney.

Males.		Females.	
	Per Week s. d.		Per Week s. d.
Clerks	152 6	Clerks	116 0
Cooks—First	159 6	Cook; where there is only one employed ..	121 0
Other cooks	152 6	Cooks in charge of—	
Person in charge of instrument room and/or sharpening and adjusting instruments ..	174 0	One to three kitchen employees	121 0
Dresser, chief, where five or more dressers are employed	176 0	Four to seven kitchen employees	128 6
Deputy chief dresser, where five or more dressers are employed	171 6	Eight or more kitchen employees	138 6
Dressers doing venereal diseases work	170 0	Second cooks	118 6
Other dressers and/or steriliser room attendant—		Other cooks	116 0
1st year's experience as such	150 0	Head housemaids	111 0
2nd year's experience as such	155 0	Housekeepers	126 0
Thereafter	160 0	Head laundresses in charge of—	
Chief theatre attendant	170 0	One to three persons	118 6
		Four or more persons	123 6
		Second laundresses	113 6

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote).— <i>continued.</i>		WAGES. *(See footnote).— <i>continued.</i>	
	Per Week <i>s. d.</i>		Per Week <i>s. d.</i>
Foreman in charge of—		Laundresses where only one employed ..	113 6
One to nine employees	152 6	Other laundresses—	
Ten or more employees	160 0	1st year's experience as such	106 6
Assistant foreman	150 0	2nd year's experience as such	107 6
Gardeners in charge of one or more gardeners or where there is only one employed	149 6	Thereafter	108 6
Other gardeners	147 0	Sorters	113 6
Incinerator attendants	147 0	Washing machine hands	121 6
Kitchenmen or scullerymen	147 0	Storekeeper in charge of one or more store hands or where there is only one employed	116 0
Laboratory assistants	155 6	Storekeeper's assistants—	
Laundrymen	150 0	1st year's experience as such	106 6
Mortuary-men employed solely on post-mortem work	165 0	2nd year's experience as such	107 6
Other mortuary-men	150 0	Thereafter	108 6
And 10s. extra for each post-mortem.		Stenographers and/or typistes—	
Motor or motor ambulance drivers or assistants	154 6	1st year's experience as such	116 0
Operating theatre attendants	150 0	2nd year's experience as such	118 6
Casualty porters engaged on preparations and theatre work	150 0	Thereafter	121 0
Dispensary porter who assists in the preparation of stock formulæ	155 0	Telephonists	123 6
Other dispensary porters	150 0	Waitresses—	
Relieving porters	149 6	1st year's experience as such	106 6
X-ray porters	147 0	2nd year's experience as such	107 6
Night porters who in the course of their duties patrol the hospital	150 6	Thereafter	108 6
Other night porters	147 0	Wardmaids—	
Recording attendants	152 6	1st year's experience as such	106 6
Splint makers	160 0	2nd year's experience as such	107 6
Splint makers' assistants	150 0	Thereafter	108 6
Storemen in charge of one or more storemen or where there is only one employed	152 6	Registered X-ray technicians—	
Other storemen	147 0	1st year's experience as such	136 0
Telephone attendants	150 0	2nd year's experience as such	141 0
Ward cleaners handling sputum mugs	160 0	Thereafter	146 0
Other ward cleaners	147 0	Laboratory assistants	121 6
X-ray attendants	155 0	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
X-ray technicians—		(i) In charge of a ward	118 6
1st year's experience as such	147 6	(ii) Other than in charge of a ward—	
2nd year's experience as such	162 6	1st year's experience	111 6
Thereafter	172 6	2nd year's experience	112 6
First-aid attendant employed in connexion with an industrial or commercial undertaking—		Thereafter	113 6
1st year's experience	150 0	Seamstresses who cut out and fit garments	120 6
2nd year's experience	155 0	Other seamstresses—	
Thereafter	160 0	1st year's experience as such	108 6
Male attendant or medical orderly other than a first-aid attendant employed in connexion with an industrial or commercial undertaking, employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	152 0	2nd year's experience as such	109 6
All others—		Thereafter	110 6
1st year of service	142 0	All others—	
Thereafter	147 0	1st year's experience as such	106 6
Provided that an adult male employee who was engaged prior to the 29th March, 1948, shall be paid not less than 147s. per week.		2nd year's experience as such	107 6
		Thereafter	108 6

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES.* (See footnote).		WAGES.* (See footnote).	
	Per Week <i>s. d.</i>		Per Week <i>s. d.</i>
Cooks—First	159 6	Clerks	111 6
Other Cooks	152 6	Cooks—	
Motor or motor ambulance drivers or assistants	154 6	First—or where there is only one employed	121 0
First-aid attendant employed in connexion with an industrial or commercial undertaking—		Second	116 0
1st year's experience	150 0	Head laundress; or where there is only one employed	113 6
2nd year's experience	155 0	Other laundresses	108 6
Thereafter	160 0	Stenographers and/or typistes	116 6
Male attendant other than a first-aid attendant employed in connexion with an industrial or commercial undertaking, employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	152 0	Telephonists	111 6
All others—		Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
1st year of service	142 0	(i) In charge of a ward	118 6
Thereafter	147 0	(ii) Other than in charge of a ward—	
Provided that an adult male employee who was engaged prior to the 29th March, 1948, shall be paid not less than 147s. per week.		1st year's experience	111 6
		2nd year's experience	112 6
		Thereafter	113 6
		All others—	
		1st year's experience	106 6
		2nd year's experience	107 6
		3rd year's experience	108 6

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

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

