



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 361]

THURSDAY, MAY 12.

[1949

*Prices Regulation Act 1948.*

PRICES REGULATION ORDER No. 53.

FOOTWEAR—SALES BY MANUFACTURERS.

IN pursuance of the powers conferred upon me by the *Prices Regulation Act 1948*, I, John Francis Waldron, Prices Decontrol Commissioner, hereby make the following Order:—

*Citation.*

1. This Order may be cited as Prices Regulation Order No. 53.

*Definition.*

2. In this Order, unless the contrary intention appears—  
“Prevailing price” in relation to the sale of any footwear by a manufacturer means the price fixed for the sale of that footwear by that manufacturer under Prices Regulation Order No. 1.

*Maximum Price.*

3. I fix and declare the maximum price at which any footwear may be sold by a manufacturer to be the prevailing price plus a surcharge thereon as follows:—

- (i) Footwear in the manufacture of which upper leather of kid is used—5 per cent.;
- (ii) footwear of gabardine or fabric uppers, other than slippers—5 per cent.;
- (iii) slippers of felt or fabric uppers—4½ per cent.;
- (iv) any other footwear other than rubber knee or ankle boots and sandshoes with rubber soles—7 per cent.;

*Fixation of Maximum Prices by Notice.*

4. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which footwear specified in a notice given in pursuance of this paragraph may be sold by any person to whom such notice is given, to be such price as is fixed by the Prices Decontrol Commissioner by notice in writing to that person.

*Delivery of Invoices.*

5. Every manufacturer of footwear who sells that footwear shall deliver with that footwear an invoice or docket specifying the following particulars:—

- (a) His name and place of business;
- (b) the name of the purchaser of that footwear;
- (c) the date of the sale of that footwear;
- (d) the quantity of that footwear;
- (e) a full description of that footwear, including size;
- (f) the price at which that footwear is sold, showing separately his prevailing price for that footwear and the rate and amount of any surcharge added thereto.

Dated this 9th day of May, 1949.

J. F. WALDRON,  
Prices Decontrol Commissioner.

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



[2519]



VICTORIA  
GOVERNMENT GAZETTE.

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

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No. 362]

FRIDAY, MAY 13.

[1949

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DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of the *Factories and Shops Act 1928-1941*,

AND

IN THE MATTER of a Determination made by the Charworkers Board and dated the 28th February, 1949,

AND

IN THE MATTER of an Appeal against the said Determination.

Before the Industrial Appeals Court (Judge Gamble, K. H. Boykett, Esq., and J. V. Stout, Esq.)

Monday, the 2nd day of May, 1949.

Having heard the above-mentioned Appeal, this Court Doth Order that such Appeal be dismissed, and that the matter be recommitted to the Wages Board.

By Order of the Court,

REX L. GECIL,

*Registrar.*

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 363]

FRIDAY, MAY 13.

[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.

### CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination made on the 2nd February, 1949, and in force as from the beginning of the first pay period to commence on or after the 1st February, 1949, shall be replaced by the following clauses:—

#### 2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.						Number (in any place).	
Making cigars or sorting and packing cigars:—						APPRENTICES.	
APPRENTICES.						One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Experience—						One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.	
1st year—						(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
1st six months	..	..	..	s. d.	*Percentage.	IMPROVERS.	
2nd six months	..	..	..	21 3	14	One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
2nd year	..	..	..	24 8	16½	One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.	
3rd year	..	..	..	35 4	23½		
4th year	..	..	..	52 10	34½		
or in lieu of weekly wages the work may be paid at the following piece-work prices:—							
Making Cigars.							
2nd year	..	One-third of the piece-work prices.			} See also clause 13 sub-clause (m)		
3rd year	..	Two-thirds of the piece-work prices.					
4th year	..	Three-quarters of the piece-work prices.					
Sorting and Packing Cigars.							
In Boxes of—							
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	} See also clause 13 sub-clause (m).
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	
2nd year	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9	
3rd year	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6	
4th year	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	
IMPROVERS.							
				s. d.	*Percentage.		
18 years	..	..	..	52 10	34½		
19 years	..	..	..	73 9	48½		
20 years	..	..	..	91 7	60½		

\* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—  
(a) Males.

Employed in—	Wages per Week of 40 Hours.											
	1st Year's Experience.											
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%				
Making cigar boxes .. ..	24	8	16½	24	8	16½	28	1	18½	28	1	18½
Turning bunches .. ..	24	8	16½	24	8	16½	28	1	18½	28	1	18½
Stripping fillers .. ..	24	8	16½	24	8	16½	28	1	18½	31	6	20½

  

Employed in—	Wages per Week of 40 Hours.											
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.					
	1st Six Months.		2nd Six Months.		Wages.		Wages.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%				
Making cigar boxes .. ..	42	2	27½	45	7	30	62	8	41½	80	11	53½
Turning bunches .. ..	42	2	27½	45	7	30	62	8	41½	80	11	53½
Stripping fillers .. ..	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices					

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.								
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.							
	<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>	%							
Any other class of work for which the rate of wages fixed does not exceed 152s. per week of 40 hours ..	31	2	20½	34	7	22½	42	2	27½	53	2	35	66	6	43½	86	8	57	109	10	72½

\* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.											
	1st Year's Experience.											
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%				
Trimming cigar boxes .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Stripping and booking cigar bunch wrapper leaf .. ..	53	5	56½	53	5	56½	53	5	56½	53	5	56½
Ringing cigars .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Stripping fillers .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Packing cigars, viz. :—												
Havanette .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Royal Bengals .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Bonanzas .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Gem of East Cigarillos .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Swiss .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Cartons or parcels .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Machine work, viz. :—												
Making bunches .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Covering cigars .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Swiss .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Lucky Hit .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Havanettes .. ..	24	8	26	28	9	30½	33	0	34½	37	1	39
Sonoritas .. ..	24	8	26	28	9	30½	35	0	34½	37	1	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes .. .. .	<i>s. d.</i> 41 1	% 43½	<i>s. d.</i> 49 5	% 52	Piece-work prices Minimum wage	Piece-work prices Minimum wage
Stripping and booking cigar bunch wrapper leaf	69 10	73½	74 1	78		
Ringling cigars .. .. .	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers .. .. .	"		"		"	"
Packing cigars, viz.:—						
Havanette .. .. .	"		"		"	"
Royal Bengals .. .. .	"		"		"	"
Bonanzas .. .. .	"		"		"	"
Gem of East Cigarillos .. .. .	"		"		"	"
Swiss .. .. .	"		"		"	"
Cartons or parcels .. .. .	"		"		"	"
Machine work, viz.:—						
Making bunches .. .. .	"		"		"	"
Covering cigars .. .. .	"		"		"	"
Swiss .. .. .	"		"		"	"
Lucky Hit .. .. .	"		"		"	"
Havanettes .. .. .	"		"		"	"
Senoritas .. .. .	"		"		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<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>	%
Any other class of work for which the rate of wages fixed for adults does not exceed 95s. per week of 40 hours ..	31 1	32½	38 11	41	46 9	49½	52 3	55	59 10	63	68 8	72½	77 11	82

\* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours. <i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males) .. .. .	7 16 5
Strippers and bookers of cigar covering leaf (females) .. .. .	5 13 0
Strippers and bookers of cigar bunch wrapper leaf (females) .. .. .	5 2 6
Cigar box makers (males) .. .. .	7 19 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females) .. .. .	4 18 6
Stripping fillers (males) .. .. .	7 12 0
All others (males) .. .. .	7 12 0
„ (females) 62½ per cent. of the above rate for "All Others (Males.)" .. .. .	4 15 0

Clauses, other than clauses 2, 3, and 4 of the said Determination shall remain in force, except that for sub-clause (m) of clause 12 the following shall be substituted:—

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.	Males. <i>s. d.</i>	Females. <i>s. d.</i>
Adults .. .. .	33 0 per week	20 8 per week
14 years of age .. .. .	6 11	6 6
15 .. .. .	7 5	8 0
16 .. .. .	9 1	9 10
17 .. .. .	11 6	10 11
18 .. .. .	14 4	12 4
19 .. .. .	18 10	14 4
20 .. .. .	23 11	16 3







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No. 364]

FRIDAY, MAY 13.

[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.

### ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette*, No. 27, of the 11th January, 1949, shall be replaced by the following clauses:—

2.

*Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith .. .. .	9 1 6	9 8 0	8 18 6
Annealer and/or case hardener .. .. .	8 7 6	8 14 0	8 4 6
Brassfinisher (tradesman) .. .. .	8 17 0	9 3 6	8 14 0
Brassfinisher (2nd class) .. .. .	8 2 0	8 8 6	7 19 0
Brass polisher .. .. .	7 15 0	8 1 6	7 12 0
Blacksmith's machinist .. .. .	7 13 0	7 19 6	7 10 0
Brass-smith, coppersmith, or other smith .. .. .	8 18 6	9 5 0	8 15 6
Fitter and/or turner .. .. .	8 17 0	9 3 6	8 14 0
Fitter, turbine blade .. .. .	9 1 6	9 8 0	8 18 6
Forger and/or faggoter .. .. .	9 15 6	10 2 0	9 12 6
Heat treater .. .. .	9 1 6	9 8 0	8 18 6
Inspector .. .. .	9 12 6	9 19 0	9 9 6
Key-seating machinist .. .. .	8 2 0	8 8 6	7 19 0
Locksmith .. .. .	8 17 0	9 3 6	8 14 0
Machine setter .. .. .	8 17 0	9 3 6	8 14 0
Machinist—1st class .. .. .	8 17 0	9 3 6	8 14 0
Machinist—2nd class .. .. .	8 2 0	8 8 6	7 19 0
Machinist—3rd class .. .. .	7 12 0	7 18 6	7 9 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off) .. .. .	9 1 6	9 8 0	8 18 6
Motor cycle mechanic .. .. .	8 12 6	8 19 0	8 9 6
Motor mechanic .. .. .	8 17 0	9 3 6	8 14 0
Mould polisher .. .. .	7 11 0	7 17 6	7 8 0
Patternmaker .. .. .	9 10 0	9 16 6	9 7 0
Pipe fitter on low pressure work .. .. .	8 2 0	8 8 6	7 19 0
Process worker .. .. .	7 7 0	7 13 6	7 4 0
Refrigeration mechanic or serviceman .. .. .	8 17 0	9 3 6	8 14 0
Safe maker and/or repairer (security work) .. .. .	8 17 0	9 3 6	8 14 0
Scalemaker and/or adjuster .. .. .	8 17 0	9 3 6	8 14 0
Scientific instrument maker .. .. .	9 10 0	9 16 6	9 7 0
Toolmaker .. .. .	9 10 0	9 16 6	9 7 0

Wages per Week of 40 Hours.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Toolsmith .. .. .	9 1 6	9 8 0	8 18 6
Wet stone grinder and glazier (tradesman) ..	8 17 0	9 3 6	8 14 0
Welder—1st class (other than when using Cutler machine) .. .. .	9 1 6	9 8 0	8 18 6
Welder—1st class (using Cutler machine) ..	8 4 0	8 10 6	8 1 0
Welder—2nd class .. .. .	7 13 0	7 19 6	7 10 0
Welder—3rd class .. .. .	7 9 0	7 15 6	7 6 0
Welder—tack .. .. .	7 11 0	7 17 6	7 8 0
Jobbing moulder and/or coremaker .. .. .	8 17 0	9 3 6	8 14 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	7 13 0	7 19 6	7 10 0
2nd six months' experience .. .. .	7 16 0	8 2 6	7 13 0
3rd six months' experience .. .. .	7 19 0	8 5 6	7 16 0
Thereafter .. .. .	8 4 0	8 10 6	8 1 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry .. .. .	6 14 0	7 0 6	6 11 0
Employee not elsewhere classified .. .. .	6 8 0	6 14 6	6 5 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic .. .. .	8 18 6	9 5 0	8 15 6
Cash register mechanic .. .. .	8 18 6	9 5 0	8 15 6
Tradesman .. .. .	8 17 0	9 3 6	8 14 0
First-class mechanic .. .. .	8 7 6	8 14 0	8 4 6
Second-class mechanic .. .. .	8 4 0	8 10 6	8 1 0
Process worker .. .. .	7 7 0	7 13 6	7 4 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	6 14 0	7 0 6	6 11 0
Employee not elsewhere classified .. .. .	6 8 0	6 14 6	6 5 0

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—1st class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

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

*Proportion.*

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

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

In the trades of—

- Welder—1st class ;
- Motor mechanic ; and
- Moulder and/or coremaker—jobbing ;

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

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

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

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

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

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

*Period of Apprenticeship.*

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows :—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—						
1st year .. .. .	25	0 0	0 9	1 10 6	1 12 0	1 9 6
2nd year .. .. .	33	1 0	1 0	2 1 6	2 3 6	2 0 6
3rd year .. .. .	50	1 6	1 6	3 2 6	3 5 6	3 1 0
4th year .. .. .	83	2 0	2 3	5 3 0	5 8 6	5 0 6
5th year .. .. .	100	2 0	3 0	6 10 0	6 16 6	6 7 0
	plus 6s.					
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year .. .. .	29	0 0	0 9	1 15 6	1 17 0	1 14 6
2nd year .. .. .	50	1 0	1 6	3 2 0	3 5 0	3 0 6
3rd year .. .. .	83	2 0	2 3	5 3 0	5 8 6	5 0 6
4th year .. .. .	100	2 0	3 0	6 10 0	6 16 6	6 7 0
	plus 6s.					

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

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

**IMPROVERS.**

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

*Wages per Week of 40 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year .. .. .	25	0 0	0 9	1 10 6	1 12 0	1 9 6
2nd year .. .. .	33	1 0	1 0	2 1 6	2 3 6	2 0 6
3rd year .. .. .	50	1 6	1 6	3 2 6	3 5 6	3 1 0
4th year .. .. .	83	2 0	2 3	5 3 0	5 8 6	5 0 6
5th year .. .. .	100	2 0	3 0	6 10 0	6 16 6	6 7 0
	plus 6s.					

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

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

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable—		
					Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under three months' experience	65	3 0	6 0	..	4 6 6	4 10 6	4 4 6
All others ..	75	3 0	7 0	..	4 19 0	5 4 0	4 17 0
<i>II.—Junior Females.</i>							
17 years of age and under ..	40	1 0	3 6	..	2 12 0	2 14 6	2 11 0
18 years of age ..	47½	1 3	4 0	..	3 2 0	3 5 0	3 0 6
19 years of age ..	55	1 6	4 6	..	3 11 6	3 15 0	3 10 0
20 years of age ..	62½	2 0	5 0	..	4 1 6	4 5 6	3 19 6
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	2 0	..	1 12 0	1 14 0	1 11 6
16 years of age ..	35	0 9	3 0	..	2 5 6	2 7 6	2 4 6
17 years of age ..	47½	1 0	4 0	..	3 1 6	3 4 6	3 0 0
18 years of age ..	60	1 0	5 0	..	3 17 6	4 1 6	3 15 6
19 years of age ..	75	2 0	6 0	..	4 17 0	5 2 0	4 15 0
20 years of age ..	90	2 0	7 0	..	5 16 0	6 2 0	5 13 6
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	2 0	1 0	1 13 0	1 15 0	1 12 6
16 years of age ..	33	0 9	2 6	1 9	2 4 6	2 6 6	2 3 6
17 years of age ..	60	1 0	5 0	3 0	4 0 6	4 4 6	3 18 6
18 years of age ..	75	2 0	6 0	4 0	5 1 0	5 6 0	4 19 0
19 years of age and over ..	90	2 6	7 0	4 6	6 1 0	6 7 0	5 18 6

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

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

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

Prohibited Occupations.

- (d) Junior employees shall not be employed:—
- (i) if under the age of 16 years—
    - on oil or gas burners or fires used for heating of small articles; or
    - using electric arc or oxy acetylene blow pipe, or
  - (ii) if under 18 years of age—
    - die setting on power presses; or
    - as furnacemen or assistants to furnacemen.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.





VICTORIA  
GOVERNMENT GAZETTE.

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No. 365]

FRIDAY, MAY 13.

[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.

**ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 29 of the 11th January, 1949, shall be replaced by the following clauses:—

2. **WAGES PER WEEK OF 40 HOURS.**

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand) .. .. .	7 10 0	7 16 6	7 7 0
Assembler (assistant) .. .. .	7 5 0	7 11 6	7 2 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces .. .. .	7 10 0	7 16 6	7 7 0
Belt repairer .. .. .	7 8 0	7 14 6	7 5 0
Blacksmith's striker .. .. .	7 8 0	7 14 6	7 5 0
Blacksmith's striker on double fires and other assistant .. .. .	7 10 0	7 16 6	7 7 0
Block and tackle hand .. .. .	7 10 0	7 16 6	7 7 0
Boiler (inside) chipper and cleaner .. .. .	7 14 0	8 0 6	7 11 0
Cold saw operator .. .. .	7 10 0	7 16 6	7 7 0
Die caster .. .. .	7 13 0	7 19 6	7 10 0
Dogman .. .. .	7 10 0	7 16 6	7 7 0

WAGES PER WEEK OF 40 HOURS.—*continued.*

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
*Dresser and grinder using portable machine .. .. .	7 12 0	7 18 6	7 9 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	7 8 0	7 14 6	7 5 0
(b) other .. .. .	7 18 0	8 4 6	7 15 0
*Dresser and grinder (other) .. .. .	7 10 0	7 16 6	7 7 0
*Emery wheel attendant .. .. .	7 10 0	7 16 6	7 7 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	7 8 0	7 14 6	7 5 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over .. .. .	7 12 0	7 18 6	7 9 0
Forger's assistant .. .. .	7 10 0	7 16 6	7 7 0
Friction saw operator .. .. .	7 8 0	7 14 6	7 5 0
Furnaceman—forge .. .. .	8 12 6	8 19 0	8 9 6
Furnaceman's assistant—forge .. .. .	7 10 0	7 16 6	7 7 0
*Furnaceman—electric .. .. .	7 19 0	8 5 6	7 16 0
*Furnaceman—other (excepting cupola furnaceman) .. .. .	7 14 0	8 0 6	7 11 0
*Furnaceman's assistant .. .. .	7 8 0	7 14 6	7 5 0
*Grinding machine or emery wheel operator .. .. .	7 10 0	7 16 6	7 7 0
Hammer driver .. .. .	7 10 0	7 16 6	7 7 0
Lagger .. .. .	7 8 0	7 14 6	7 5 0
Machinist—3rd class (as defined) .. .. .	7 13 0	7 19 6	7 10 0
Overhead oiler .. .. .	7 8 0	7 14 6	7 5 0
Painter of ironwork, using spray .. .. .	7 9 0	7 15 6	7 6 0
Painter of ironwork (other than ship painter) using brush .. .. .	7 8 0	7 14 6	7 5 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines .. .. .	7 10 0	7 16 6	7 7 0
On bending and cutting machines (assistant) .. .. .	7 7 0	7 13 6	7 4 0
On steel fabric machines .. .. .	7 10 0	7 16 6	7 7 0
On steel fabric machines (assistant) .. .. .	7 5 0	7 11 6	7 2 0
Person working with hammer 14 lb. weight or over—			
On repair work .. .. .	7 18 3	8 4 9	7 15 3
On other work .. .. .	7 10 3	7 16 9	7 7 3
Pickler .. .. .	7 8 0	7 14 6	7 5 0
Piler .. .. .	7 10 0	7 16 6	7 7 0
Process worker .. .. .	7 7 0	7 13 6	7 4 0
Rigger and/or splicer .. .. .	7 14 0	8 0 6	7 11 0
Tar dipper .. .. .	7 8 0	7 14 6	7 5 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	6 14 0	7 0 6	6 11 0
Employee not elsewhere classified .. .. .	6 8 0	6 14 6	6 5 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator .. .. .	8 3 0	8 9 6	8 0 0
Roller .. .. .	7 16 0	8 2 6	7 13 0
Extrusion press operator .. .. .	7 15 0	8 1 6	7 12 0
Melter of lead alloys .. .. .	7 8 0	7 14 6	7 5 0
Lead wool machinist .. .. .	7 7 0	7 13 6	7 4 0
Molten metal feeder and/or mixer for shot .. .. .	7 7 0	7 13 6	7 4 0
Roller's assistant .. .. .	7 8 0	7 14 6	7 5 0
Pipe trap machine operator's assistant .. .. .	7 8 0	7 14 6	7 5 0
Extrusion press operator's assistant .. .. .	7 7 0	7 13 6	7 4 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	6 14 0	7 0 6	6 11 0
All others .. .. .	6 8 0	6 14 6	6 5 0

\* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week (i.e., a further loading of 3s. and an additional margin of 2s.)

*Leading Hands.*

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

*Ship Repairing.*

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

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

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



## FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows :—

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
					Per Week.	Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>							
Under three months' experience .. .. .	65	3 0	..	6 0	4 6 6	4 10 6	4 4 6
All others .. .. .	75	3 0	..	7 0	4 19 0	5 4 0	4 17 0
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	..	3 6	2 12 0	2 14 6	2 11 0
18 years of age .. .. .	47½	1 3	..	4 0	3 2 0	3 5 0	3 0 6
19 years of age .. .. .	55	1 6	..	4 6	3 11 6	3 15 0	3 10 0
20 years of age .. .. .	62½	2 0	..	5 0	4 1 6	4 5 6	3 19 6
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	..	2 0	1 12 0	1 14 0	1 11 6
16 years of age .. .. .	35	0 9	..	3 0	2 5 6	2 7 6	2 4 6
17 years of age .. .. .	47½	1 0	..	4 0	3 1 6	3 4 6	3 0 0
18 years of age .. .. .	60	1 0	..	5 0	3 17 6	4 1 6	3 15 6
19 years of age .. .. .	75	2 0	..	6 0	4 17 0	5 2 0	4 15 0
20 years of age .. .. .	90	2 0	..	7 0	5 16 0	6 2 0	5 13 6
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.							
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	..	1 0	1 13 0	1 15 0	1 12 6
16 years of age .. .. .	33	0 9	..	1 9	2 4 6	2 6 6	2 3 6
17 years of age .. .. .	60	1 0	..	3 0	4 0 6	4 4 6	3 18 6
18 years of age .. .. .	75	2 0	..	4 0	5 1 0	5 6 0	4 19 0
19 years of age and over	90	2 6	..	4 6	6 1 0	6 7 0	5 18 6

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

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

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

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

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employees shall not be employed :—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles ; or  
using electric arc or oxy-acetylene blow pipe, or
- (ii) if under 18 years of age—  
as furnaceman or assistant to furnaceman ; or  
as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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





**VICTORIA**

**GOVERNMENT GAZETTE.**

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**No. 366]**

**FRIDAY, MAY 13.**

**[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  
3rd day of May, 1949.

RAY. H. BEERS,  
Secretary for Labour.

**ELECTRO-PLATERS BOARD.**

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

**2. WAGES.**

Adults.	Per Week of 40 hours.
<i>Males.</i>	<i>s. d.</i>
Grinder or polisher .. .. .	162 6
Electro-plater—	
1st Class .. .. .	177 0
2nd Class .. .. .	162 0
3rd Class .. .. .	147 0
Liner or hand decorator .. .. .	162 6
Coater .. .. .	152 6
Spray operator .. .. .	149 0
Other employees with not less than three months' experience in the metal trades industry	134 0
All others .. .. .	125 0
<i>Females.</i>	
Females employed at—	
(a) Hand burnishing, hand finishing, or lacquering .. .. .	106 6
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length .. .. .	161 6
All others { under three months experience in the industry .. .. .	86 6
{ thereafter .. .. .	99 6

*Leading Hands.*

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

APPRENTICESHIP.

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Proportion.*

(d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 125s. per week, and two female apprentices to every three female workers receiving not less than 86s. 6d. per week.

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

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

*Period of Apprenticeship.*

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

(i) WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
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*Four and Five-year Terms.*

	Per Week.	Per Week.	Per Week.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	25	0 9	0 9	30 6
2nd year .. .. .	33	1 0	1 0	41 6
3rd year .. .. .	50	1 6	1 6	62 6
4th year .. .. .	83	2 0	2 3	103 0
5th year .. .. .	100, plus 6s.	2 0	3 0	130 0

*Four-year Terms.—Apprentices commencing after the Age of 17 Years.*

1st year .. .. .	29	0 9	0 9	35 6
2nd year .. .. .	50	1 0	1 6	62 0
3rd year .. .. .	83	2 0	2 3	103 0
4th year .. .. .	100, plus 6s.	2 0	3 0	130 0

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

Provided that in calculating the extra time to be so served, the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

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

*Wages per Week of 40 hours.*

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		s. d.	s. d.	s. d.	£ s. d.
<i>I.—Junior Females.</i>					
17 years of age and under	40	1 0	..	3 6	2 12 0
18 years of age .. .. .	47½	1 3	..	4 0	3 2 0
19 years of age .. .. .	55	1 6	..	4 6	3 11 6
20 years of age .. .. .	62½	2 0	..	5 0	4 1 6
<i>II.—Junior Males.</i>					
Under 16 years of age	25	0 6	..	2 0	1 12 0
16 years of age .. .. .	35	0 9	..	3 0	2 5 6
17 years of age .. .. .	47½	1 0	..	4 0	3 1 6
18 years of age .. .. .	60	1 0	..	5 0	3 17 6
19 years of age .. .. .	75	2 0	..	6 0	4 17 0
20 years of age .. .. .	90	2 0	..	7 0	5 16 0

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

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

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

(b) Junior employees shall not be employed:—

If under the age of 18 years—

on oil or gas burners or fires used for heating or small articles; or using electric arc or oxy-acetylene blow pipe.

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

