



VICTORIA
GOVERNMENT GAZETTE.

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No. 452]

FRIDAY, MAY 27.

[1949

Prices Regulation Act 1948.

PRICES REGULATION ORDER No. 58.

"SWAN" BRAND ALUMINIUMWARE.

IN pursuance of the powers conferred upon me by the *Prices Regulation Act 1948*, I, Michael Maurice Gloster, Acting Prices Decontrol Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 58.

Definitions.

2. In this Order, unless the contrary intention appears—

"Swan" Brand Aluminiumware means any article or utensil which is or may be used in the domestic kitchen for the purpose of preparing or serving food and which is composed mainly or wholly of aluminium and has been manufactured by Bulpitt and Sons Limited, Birmingham, England.

"Melbourne Metropolitan Area" means all that area of Victoria comprised within a radius of 20 miles from the General Post Office, Melbourne.

"Landed cost" means, in relation to the sale of any "Swan" Brand Aluminiumware by any person, the aggregate of the purchase price paid or payable by that person to any overseas supplier for those goods after deduction of any trade discount but before deduction of any cash discount, overseas office or forwarding agent's charges actually incurred but not exceeding 2½ per centum on the gross invoice value, insurance, freight, exchange calculated at telegraphic transfer rate, duty, wharfage and stacking charges, customs entry and customs agent's charges (except insofar as any item of transport from wharf or bond store is concerned) but not including any sales tax paid.

Maximum Price—Sales by Wholesale.

3. I fix and declare the maximum price at which any "Swan" Brand Aluminiumware may be sold by wholesale to be—

(a) In respect of sales for delivery within the Melbourne Metropolitan Area—landed cost plus 20 per centum thereof;

(b) in respect of sales outside the Melbourne Metropolitan Area—landed cost plus 20 per centum thereof, plus the cost actually incurred in respect of and properly attributable to the transport of the "Swan" Brand Aluminiumware to the wholesaler's place of business.

Maximum Prices—Sales by Retail.

4. I fix and declare the maximum price at which "Swan" Brand Aluminiumware may be sold by retail to be—

- (1) Where the "Swan" Brand Aluminiumware has been purchased by the retailer from a wholesaler—
 - (a) For sales for delivery in the Melbourne Metropolitan Area, the sum of—
 - (i) the purchase price paid or payable by the retailer for that "Swan" Brand Aluminiumware;
 - (ii) sales tax (if any) paid or payable thereon;
 - (iii) 25 per centum of (i) and (ii).
 - (b) For sales for delivery outside the Melbourne Metropolitan Area—the price fixed by subparagraph (a) of this paragraph for the sale of "Swan" Brand Aluminiumware by retail in the Melbourne Metropolitan Area plus the cost actually incurred in respect of and properly attributable to the transport of the "Swan" Brand Aluminiumware to the retailer's place of business.
- (2) Where the "Swan" Brand Aluminiumware has been imported direct by the retailer—
 - (a) For sales for delivery within the Melbourne Metropolitan Area, the sum of—
 - (i) landed cost;
 - (ii) plus 65 per centum of such landed cost.
 - (b) For sales for delivery outside the Melbourne Metropolitan Area—the price fixed by subparagraph (a) of this paragraph for the sale of "Swan" Brand Aluminiumware by retail in the Melbourne Metropolitan Area plus the cost actually incurred in respect of and properly attributable to the transport of the "Swan" Brand Aluminiumware to the retailer's place of business.

Application of Maximum Prices.

5. Any person who imports any "Swan" Brand Aluminiumware for which a maximum price is not fixed by or under the provisions of this Order shall not sell such "Swan" Brand Aluminiumware unless and until that person has made a written request to the Commissioner to fix the maximum price at which such "Swan" Brand Aluminiumware may be sold and the Commissioner has fixed the maximum price accordingly.

Exhibition of Price Tickets.

6. (1) Every person who sells or has for sale by retail any "Swan" Brand Aluminiumware the maximum price of which is fixed by or under the *Prices Regulation Act 1948*, shall attach or display with these goods a ticket or label setting forth his selling price thereof.

(2) Any ticket or label required by sub-paragraph (1) of this paragraph to be attached to or displayed with any goods shall be in such form as to be easily legible to any person inspecting or viewing those goods and as to be properly associated with such goods.

Fixation of Maximum Prices by Notice.

7. (1) Notwithstanding the foregoing provisions of this Order I declare the maximum price at which "Swan" Brand Aluminiumware 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 Commissioner by notice-in-writing to that person.

(2) All notices-in-writing given in pursuance of any Prices Regulation Order issued prior to this Order which operate to fix a lower maximum price for the sale by any person of any "Swan" Brand Aluminiumware than the maximum price fixed by the provisions of this Order and which are in force at the commencement of this Order shall be deemed to have been given under this Order.

Dated this 23rd day of May, 1949.

M. M. GLOSTER,
Acting Prices Decontrol Commissioner.



VICTORIA GOVERNMENT GAZETTE.

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No. 453]

MONDAY, MAY 30.

[1949

DETERMINATION OF THE ROAD PATROLMEN'S BOARD.

NOTE.—This Determination applies within the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed), employed by a club or association of users of motor vehicles which renders free roadside service to its members, and engaged at testing, replacing, repairing, or adjusting parts of motor vehicles," has made the following Determination namely:—

1. This Determination shall come into force and be operative as from the beginning of the first pay period to commence in February, 1949.

2. WAGES PER WEEK OF 40 HOURS.

		£	s.	d.
All employees covered by this Determination	Until the beginning of the first pay period to commence in May, 1949	..	..	..
	Thereafter	..	..	..
		8	15	0
		8	17	0

DISABILITY ALLOWANCE.

3. In addition to the weekly rate as prescribed in clause 2 hereof, as adjusted from time to time in accordance with clause 20 hereof, an allowance of $7\frac{1}{2}$ per cent. shall be paid. Such allowance shall be deemed to cover all disabilities associated with the work including the working of shifts and shall be regarded as in addition to the wages for all purposes of this Determination. Provided that in the case of a shift commencing at or after midnight and before 8 a.m. an allowance of 10 per cent. shall be paid in substitution for and not cumulative upon the $7\frac{1}{2}$ per cent. hereinbefore prescribed.

HOURS OF EMPLOYMENT.

4. The ordinary hours of employment shall be an average of 40 per week based on a roster mutually agreed upon provided that such ordinary hours shall not exceed:—

- (a) Eight (8) in any one day, or
- (b) Fifty-six (56) in any seven consecutive days, or
- (c) One hundred and four (104) in any fourteen consecutive days, or
- (d) One hundred and sixty-eight (168) in any twenty-eight consecutive days.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

SPREAD OF WORK.

5. Not more than thirteen shifts are to be worked in any fourteen consecutive days, inclusive of Sundays and holidays, and the principle of a five-day week is to be adhered to as far as is possible without reducing the efficiency of the service.

ROSTERS.

6. The present system of displaying a continuous roster shall be adhered to.

VARIATION BY AGREEMENT.

7. The hours of employment as set out in clause 4 and the spread of work as set out in clause 5 may be varied by mutual consent between the employer and the employees' representative.

OVERTIME.

8. (a) For all work done:—
- (i) Outside the ordinary rostered hours for a day's shift, time and a half shall be paid for the first four hours, and double time thereafter; such double time shall continue to be paid until the employee is relieved from work for at least eight consecutive hours.
 - (ii) Within the ordinary rostered hours for a day's shift in excess of the ordinary hours prescribed in clause 4 sub-clauses (b), (c), and (d) time and a half shall be paid for the first four hours and double time thereafter.
- (b) When an employee works so much overtime between the termination of his ordinary finishing time on one day and the ordinary commencing time on the next day that he has not at least eight consecutive hours off duty between these times, he shall be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for the ordinary working time occurring during such absence.
- If, on the instructions of the employer, such an employee resumes on continuous work without having had such eight consecutive hours off duty, he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for the ordinary working time occurring during such absence.
- (c) An employee recalled to work overtime after having ceased work (whether notified before or after leaving the Patrol Station) shall be paid for a minimum of three hours' work at the rate of time and one half for each time he is so recalled. Provided that the time occupied in travelling to and from the Patrol Station shall be regarded as time worked.
- (d) An employee required to work overtime for more than four hours without being notified the day before or earlier that he will be so required to work shall either be supplied by the employer with a meal or paid 2s. 6d. in lieu thereof. If an employee pursuant to notice has provided a meal and is not required to work overtime for at least four hours he shall be paid as above prescribed for the meal he has provided.
- (e) The employer may require any employee to work reasonable overtime and such employee shall work in accordance with such requirement.

SUNDAYS, HOLIDAYS, AND WEEK END WORK.

9. (a) Employees on weekly engagement shall be entitled to the following Public Holidays without loss of pay:—
New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, and Boxing Day,
or such other day as is generally observed in the locality as a substitute for any of the said days respectively.
- (b) Any employee required to work on any of the Public Holidays enumerated in sub-clause (a) hereof shall be paid at the rate of time and one half. Such time and one half shall continue to be paid until he is relieved from duty.
- (c) Employees required to work on Sundays or Public Holidays shall be paid for a minimum of three hours' work at the appropriate rate.
- (d) The minimum rate to be paid for work done on Sundays shall be time and one half, and for work done between midnight on Friday and midnight on Saturday time and one quarter.

MEAL BREAK.

10. A meal break of 40 minutes shall be allowed and taken at the discretion of the employer, but not later than five hours after the commencement of the employee's shift.
Twenty minutes of this meal break shall be regarded as time worked.

CONTRACT OF EMPLOYMENT.

11. (a) An employee not specifically engaged as a casual employee shall be deemed to be employed by the week.
- (b) Employment shall be terminated by a week's notice on either side or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid only up to the time of dismissal.
- (c) A casual employee is one who is engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate as prescribed by clauses 2 and 3 hereof, plus 10 per cent.
- (d) Except as otherwise provided herein an employee not attending for duty shall lose his pay for the actual time of such non-attendance.

ANNUAL LEAVE.

12. (a) A period of twenty-one consecutive days shall be allowed annually to all employees who have completed twelve months' continuous service (less the period of annual leave). Such leave shall be taken at the discretion of the employer within a period not exceeding six months from the date when it accrued and after not less than two weeks' notice to the employee.
- (b) If, after one month's continuous service in any twelve-monthly qualifying period; an employee lawfully leaves his employment or his employment is terminated by the employer, the annual leave prescribed herein shall be granted to such employee on a pro-rata basis.
- (c) The annual leave provided by this clause shall be allowed and shall be taken and, except as provided by sub-clause (b) hereof payment shall not be made or accepted in lieu of such leave.
- (d) The leave prescribed by this clause shall be exclusive of any of the public holidays prescribed in clause 9 (a) hereof and if any such holiday falls within an employee's period of annual leave there shall be added to the period of annual leave an additional day for each such holiday.
- (e) Each employee, before going on annual leave, shall be paid three weeks' wages or pro-rata if leave is taken under sub-clause (b) hereof.

SICK LEAVE.

13. (a) An employee on weekly engagement who is absent from work on account of personal illness or on account of injury by accident arising out of, or in the course of, his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions:—
- (1) He shall not be entitled to be paid sick leave for any period in respect of which he is entitled to worker's compensation.
 - (2) An employee unable to attend for duty through illness or injury shall advise the employer with a minimum of delay stating the reason for and the estimated duration of the absence.
 - (3) In the case of absence through illness or injury extending over two consecutive working days the employee shall produce a medical certificate or other satisfactory proof of his inability to attend for duty on such days.
 - (4) In the case of single day absences where an employee has within the current year already been paid for two single day absences due to illness or injuries, he shall produce a medical certificate for the third and all subsequent single day absences for which paid sick leave is claimed.
 - (5) He shall not, except as hereinafter provided, be entitled in any year to paid sick leave in excess of 40 hours of working time.
- (b) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (5) of his clause which has not been availed of in any year shall, subject to the conditions hereinbefore prescribed, be allowed in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of one year, but for no longer from the end of the year in which it accrues.
- (c) "Year" for the purpose of this clause means the period between the first day of employment with the employer to the day preceding the day having the same date in the succeeding year. Both the commencing and the finishing days in this period are inclusive.
- (d) Notwithstanding anything contained in sub-clause (a) hereof, an employee suffering through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

EMPLOYEES' REPRESENTATIVE.

14. One member of the Patrol Staff who has had at least eighteen months' continuous service with the employer shall be nominated and elected by the employees concerned as their representative to act as liaison between the employer and Patrol Staff. Such representative shall be allowed the necessary time during working hours to discuss with the employer any matters affecting the employees whom he represents.

TOOLS.

15. Provision by the employer of tools as listed below is to continue in accordance with present practice.

1 large jack	} Either or both, according to type	2 battery cables
1 small jack		1 street directory
2 tyre levers		1 wheel spanner
1 heat unit clamp		1 tyre pump
1 two-gallon can		1 service battery

An employee shall replace or pay for any such tools lost or damaged through his negligence.

OVERALLS AND UNIFORMS.

16. Each employee is to be supplied by the employer with overalls as required. Where an employee is required to wear a uniform, such uniform shall be provided by and at the expense of the employer. Clothing ration coupons, where necessary, are to be provided by the employees.

TRANSPORT OF EMPLOYEES.

17. (a) Subject to the availability of vehicles and to the condition that the vehicle must be housed in a properly constructed and securely locked garage overnight, a patrol working after 11.30 p.m. shall be permitted to use his patrol vehicle for transport to his home providing that his house is within reasonable distance from the Patrol Station and provided that the patrol concerned is rostered to report for duty on the day following. This provision shall not apply to tow-trucks or to tow-truck drivers.

(b) In the case of an employee, for whom transport is not otherwise provided by sub-clause (a) hereof, who, in consequence of working overtime or on a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home or pay him his current wage for the time reasonably occupied in reaching his home.

FIRST-AID KIT.

18. An adequate supply of First-aid material as contained in the schedule hereunder shall be provided and constantly maintained by the employer at a place reasonably accessible to all employees requiring to use such material.

Schedule.

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

MISCELLANEOUS PROVISIONS.

19. (a) The employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee or hanging facilities which afford reasonable protection against theft or soiling of employees' clothes.

(b) The employer shall provide :—

- (1) Boiling water for employees at meal times.
- (2) A sufficient supply of cool drinking water from bubble taps or other suitable drinking fountains.
- (3) Hot water for washing and hot and cold showers.
- (4) Adequate sanitary conveniences.

(c) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or through the use of corrosive substances unless such damage is caused by negligence on the part of the employee.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wage rate set out in clause 2 is based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rate shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 21.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the basic wage shall be as prescribed in clause 20.

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

A. V. BARNS, J.P. Chairman.

J. W. RYAN, Secretary.

Melbourne, 10th May, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 454]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE CEMENT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of—

- (a) making Portland cement,
- (b) quarrying or preparing the raw materials for Portland cement,
- (c) extracting potash salts from the by-products of Portland cement "

has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after the 2nd March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week.			Wages per Week.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	47 9	2 0	49 9	55 0	2 6	57 6
" 17 " " ..	60 6	2 9	63 3	68 0	3 0	71 0
" 18 " " ..	70 0	3 3	73 3	79 3	3 6	82 9
" 19 " " ..	85 9	4 0	89 9	93 3	4 3	97 6
" 20 " " ..	97 6	4 3	101 9	104 6	4 9	109 3
" 21 " " ..	111 6	5 0	116 6	117 0	5 3	122 3

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

(a)	Cement Works.	Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Cement Burner	152 0	6 0	158 0
	Tester on Slurry Controls	148 0	6 0	154 0
	Miller	146 3	6 0	152 3
	Coal Drier	146 3	6 0	152 3
	Potash plant attendant	146 3	6 0	152 3
	Loader in railway trucks at bagging sheds	150 0	6 0	156 0
	Machine Bag Filler	150 0	6 0	156 0
	Electrostatic Precipitator Attendant	143 6	6 0	149 6
	Pipe Line Attendant	136 6	6 0	142 6
	Slurry Tank Attendant	143 0	6 0	149 0
	Mammoth Crusher Attendant	146 6	6 0	152 6
	Truck Cleaner	134 0	6 0	140 0
	Cleaner (other)	132 0	6 0	138 0
	Truck Tarper	136 6	6 0	142 6
	Mill Room Helper	136 6	6 0	142 6
	Centrefuge Operator	139 0	6 0	145 0
	Potash Residue Attendant	139 0	6 0	145 0
	Experienced Factory Operative	136 6	6 0	142 6
	Train Attendant	141 0	6 0	147 0
	All others	129 0	6 0	135 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

(b)	Quarries.	Adjustable Rate.	Plus War Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Powder Monkey	159 6	6 0	165 6
	Jack Hammerman	159 6	6 0	165 6
	Platelay	150 0	6 0	156 0
	Bankman	147 0	6 0	153 0
	Underground Drainer	185 6	6 0	191 6
	Underground Quarryman	163 6	6 0	169 6
	Pump Attendant	154 6	6 0	160 6
	Signal Attendant	144 6	6 0	150 6
	Leverman	141 0	6 0	147 0
	Dump Man	141 0	6 0	147 0
	String Puller	139 0	6 0	145 0
	Switch Attendant	139 0	6 0	145 0
	Dray Attendant	141 0	6 0	147 0
	All others	136 0	6 0	142 0

LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men .. .. .	.. .. .	1/- per day.
If in charge of 5 to 8 men .. .. .	.. .. .	1/6 per day.
If in charge of 9 men or more .. .. .	.. .. .	2/- per day.

RATE FOR SHIFT WORK.

3. Underground Drainers and Underground Quarrymen shall receive 9d. per week in addition to their ordinary wage whilst employed on afternoon or night shift.

For other adult employees the extra rate for afternoon or night shift shall be an additional 9½ per cent. of the "All Others" rate for the section in which they are employed.

EXTRA RATES.

4. (a) Any person in Cement Works who is employed inside kilns or mills to reline same or who is required to work in Cement, Clinker, or Slurry Silos, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(d) A "Train Attendant" required to operate continuously through a tunnel shall receive an additional 8/6 per week.

(e) A "Mammoth Crusher Attendant" when required to use explosives shall be paid an additional 1/3 for each day or part thereof on which he is required to use such explosives.

OVERTIME.

5. The ordinary hours shall be 80 per fortnight, worked in ten shifts of eight hours each, and any shifts worked in excess of such ten shifts per fortnight shall be paid for at time and a half. Provided that where the employee has not worked 80 hours in the first 10 shifts of the fortnight, overtime shall not commence on any eleventh shift of such fortnight until he has completed his 80 hours of working time. Provided further that any shift worker who is called upon to work any shift normally outside of his rostered shifts, shall be paid for any such shift at the rate of time and a half for the first two hours and double time thereafter. Provided further that the provisions of this clause shall not operate in the case of mutual arrangements made between employees.

Shift workers—All overtime in excess of the number of hours ordinarily worked per shift shall be paid for at the rate of time and a half.

Other workers—All overtime worked in excess of the number of hours ordinarily worked per day shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Employees who work less than 40 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

SHIFTS.

7. (a) The hour of beginning and the hour of ending each shift shall be as follows :—

	Time of beginning not earlier than:—	Time of ending not later than:—
Day Shift	7.30 a.m.	5 p.m.
Afternoon Shift	4 p.m.	2 a.m.
Night Shift	midnight	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows :—

7.30 a.m. noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

WEEK-END PENALTY RATES FOR SHIFT WORKERS.

7A. Ordinary shift hours worked between midnight on Friday, and midnight on Saturday shall be paid for at the rate of time and a quarter, and all time worked between midnight on Saturday, and midnight on Sunday shall be paid for at the rate of double time.

COAL HANDLING.

8. Persons employed handling coal at siding shall be paid the rate prescribed for "All Others" (Cement Works) plus 25 per cent.

SPECIAL RATES.

9. Work done on Sundays by day workers (other than underground drainers) shall be paid for at the rate of double time, and double time shall be the rate payable for work done by all persons on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

HOLIDAYS.

10. An employee not required to work on any of the public holidays mentioned in clause 9, shall, provided that he works on the working day immediately prior to, and the working day immediately following any such holiday or holidays, be entitled to be absent without deduction of pay.

ANZAC DAY.

11. Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

SICK LEAVE.

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

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall be entitled to sick leave not exceeding 40 hours of working time in any year, provided however, that when employment is commenced subsequent to the 1st day of June in any year, he shall be entitled to sick leave for such year at the rate of 10 hours of working time for each completed three months of continuous employment in such year.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

(c) "Year" means the period between the 1st day of June, in each year and the next 31st day of May.

ANNUAL HOLIDAY.

13. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

RIGHT OF ENTRY OF UNION OFFICIALS.

14. A duly accredited representative of the Australian Worker's Union not more than once a fortnight shall have the right to enter during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods, the employer may refuse the right of entry.

DEFINITION.

15. Experienced factory operative means an employee who is experienced in at least one classified section of the factory work but is for the time being not required to do such work.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such Basic Wage as prescribed by clause 17. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable.)	Additional Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 17 0	s. d. 6 0	£ s. d. 6 3 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the Basic Wage shall be as prescribed in clause 16.

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

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

J. W. RYAN, Secretary.

Melbourne, 6th April, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 455]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a grocer, including a seller of tea," has made the following Determination, namely:—

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

2.

Apprentices or Improvers.	Other Employees.	Wages per Week of 40 Hours.*		
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Per Week of 40 Hours. WAGES. <i>s. d.</i>				
Under 15 years of age	(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..	33 0		
15 years of age		43 6		
16 years of age	(b) Head cellerman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..	59 0		
17 years of age		72 9	175 3	181 3
18 years of age	(c) Canvasser, i.e., an employee soliciting or collecting orders	89 3		
19 years of age		112 6	165 6	171 6
20 years of age	(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	124 6	144 9	150 9
Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.	(e) Driver of motor vehicle with a carrying capacity of over 25 cwt. ..		147 6	153 6
The Board has prescribed a form of indenture which must be used.	(f) Driver of three or more horses ..		150 0	156 0
PROPORTION (in any shop or place).	(g) Driver of two horses		147 6	153 6
Apprentices.	(h) Driver of one horse		144 9	150 9
One apprentice to every three or fraction of three workers receiving not less than 150s. per week of 40 hours.	(i) Stableman		142 0	148 0
Improvers.	(j) All others		150 0	156 0
One improver to every three workers receiving not less than 150s. per week of 40 hours.				
"Worker" includes an owner or partner acting as working manager.				

* The ordinary hours of employees classified as (d), (e), (f), (g), and (h) include time occupied in attending to horses or motor vehicles.

3. **TIMES OF BEGINNING AND ENDING WORK.**

	Drivers, Stablemen and employees not making direct sales to the public.		All others.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On Saturday	8 a.m.	noon.	9.5 a.m.	noon.
On the other working days of the week	8 a.m.	5.50 p.m.	9.5 a.m.	5.30 p.m.

4. **OVERTIME.**

The following rate shall be paid for overtime :—
 Outside the hours fixed in clause 3
 Within the hours fixed in clause 3 in excess of the number of hours fixed for an ordinary week's work } Time and a half.

5. **ORDINARY WEEK'S WORK.**

The number of hours which shall constitute an ordinary week's work shall be 40.

6. **TIME WAGES.**

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 20 hours, as follows :—

(a) in any week in which two or more public holidays occur .. . At the ordinary wages rate with an addition of fifty per centum.

(b) in any other week .. . At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

7. **ALLOWANCES.**

(a) Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of sixpence for each day or part thereof upon which he is so required to use such bicycle.

8. **TERMINATION OF EMPLOYMENT.**

Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

9. **MEAL INTERVAL.**

A meal interval of at least one hour shall be allowed between the hours of noon and 2 p.m. daily.

10. **SPECIAL RATES.**

Time and a half shall be the special rate payable for all work done on Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946*, as are within the area to which this Determination applies), and double time the special rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day or Boxing Day and treble time shall be the rate payable for work done on Easter Saturday (i.e. the Saturday immediately succeeding Good Friday), but, if any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

11. **MEAL MONEY.**

For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 2s. 6d. meal money in addition to the prescribed overtime rate.

12. **ANNUAL HOLIDAY.**

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

13. **REFERENCES.**

Every employee, on the termination of his engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

14. **RENT OF RESIDENCE.**

The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on, a greater sum as rent for such premises than 10s. 0d. per week.

15. **SICK LEAVE.**

(a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—(1) during the first year, 3½ hours' ordinary pay for each complete month of service; (2) during any subsequent year of service, 40 hours' ordinary pay, provided that evidence satisfactory to the employer is produced to prove that such absence was due to personal ill health or accident.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

16. **PAY DAY.**

Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

17. **TIME AND WAGES RECORD.**

The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Grocers' Association of Victoria.

18. **PAYMENT OF FARES.**

Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provide that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

19. **REST PERIOD.**

A rest interval of ten minutes shall be given to all employees during each morning and afternoon (Monday to Friday inclusive), and shall be counted as time worked.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such Basic Wage as prescribed by clause 21. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the area to which this Determination applies ..	5 17 0	6 0	6 3 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '037 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 7th April, 1949.

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VICTORIA GOVERNMENT GAZETTE.

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No. 456]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE COAL AND COKE BOARD.

NOTE.—This Determination applies to the Metropolitan district as defined in the Factories and Shops Act and the Orders in Council thereunder, the Cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(a) in any business or occupation connected with the sale or distribution of coal or coke by any—

- (i) coal importer;
- (ii) coal mine owner;
- (iii) gas company;
- (iv) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company;

(b) in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use—

- (i) in power-producing or heat-producing units;
- (ii) in the manufacture of explosives;
- (iii) in the manufacture, repair, or maintenance of gas masks or respirators "

has made the following Determination, namely:—

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

PART I.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (a)

Improvers.		Other Employees.	
WAGES PER WEEK.		WAGES PER WEEK.	
	s. d.		s. d.
Under 17 years of age	83 9	Persons trimming or spreading coal that is heated or on fire	238 0
17 years of age	98 3	Persons employed driving and/or operating power-driven coal-loading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading machines	182 0
18 " "	113 9	Persons employed trimming coal and/or feeding coal to and from coal loaders	172 0
19 " " or over—the appropriate rate prescribed under the heading "other employees".		Persons trimming coal from the "Grab"	179 4
		Other coal trimmers	172 0
		Coal baggers or loaders	172 0
		Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	172 0
		Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	194 0
		Persons loading by shovel or fork loose coal from the ground into railway trucks	205 0
		Coke stackers at wharf coal yards	181 2
		Coke yard employees	142 8
		Carters driving one horse	135 6
		Carters driving two horses	143 6
		Carters driving three horses	148 0
		Carters driving four horses	151 0
		Carters driving five horses	152 6
		And 6d. extra per day for every additional horse.	
		Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
		(a) 25 cwt. or less	143 6
		(b) Over 25 cwt., but not over 3 tons	149 6
		(c) Over 3 tons, but under 6 tons	154 0
		Further tonnage—for each complete ton over 5 an extra 1s. per week	
		All other coal yard employees	165 0

NOTE.—The Board has determined, in accordance with Section 25 (1) of the Factories and Shops Act 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

(b) GAS PRODUCER UNITS.—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, *ls. 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, *ls. 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.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows :—

						Per Week.
						<i>s. d.</i>
Juniors under 19 years of age	..	..	..	..	..	1 0
All other classifications	..	..	..	..	..	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

3. All persons other than carters and drivers 40 hours per week.
 Carters and drivers 80 hours per fortnight provided that not more than 44 hours per week shall be worked without payment of overtime.

4. TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	TIME OF ENDING—	
		Five Days in the Week.	The day the half-holiday is usually observed.
Carters	7 a.m.	5 p.m.	12 noon
All others	8 a.m.	5 p.m.	12 noon

OVERTIME.

5. (a) The following rates shall be paid for all overtime worked :—

- (i) Outside the time of beginning and ending work as herein fixed—
 - Between 12 noon and midnight on the day on which the half-holiday is usually observed Double time.
 - Between 5 p.m. and midnight on the other working days Time and a half.
 - Between midnight and the time of beginning work Double time.
- (ii) Within the times of beginning and ending work in excess of the hours fixed in Clause 3 as a week's work—
 - First two hours Time and a half.
 - Thereafter Double time.

(b) Special provisions relating to overtime :—

When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause 14 and shall inform casual employees so engaged of the actual time they are expected to commence work. Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available. Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m., he shall not be required to continue after 7 a.m. if other labour is available. Should a casual employee's first start be midnight or later he shall if required, continue working throughout that day until 5 p.m. If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m., he shall not be required to resume work next morning if other labour is available.

TERMS OF ENGAGEMENT.

- 6. (a) An employer shall have the option of engaging any employee either by the week or casually.
- (b) (i) If the engagement is by the week, termination of employment shall be subject to a week's notice on either side. Provided that this clause shall not affect the employer's right to dismiss without notice at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this determination no deduction from his week's wages is allowed.
- (ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- (c) The employer shall have the right to deduct payment for any day on which the employee cannot be employed usefully because of any strike or through any breakdown of machinery or any stoppage of work or any cause for which the employer cannot reasonably be held responsible.

MINIMUM OF WORK.

7. Casual employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours pay at ordinary rates.

BROKEN WORKING HOURS.

8. Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

TRANSPORT.

9. When work finishes between midnight and 6 a.m., transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street in the City. This clause shall only apply to the Metropolitan District.

PAY DAY.

- 10. (a) All wages due to 5 p.m. on Thursday in each week shall be paid on that day.
- (b) Each employee shall be furnished with particulars each pay day of time worked and rates of payment.

SMOKE-OH.

11. (a) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh without loss of pay :—

- Day—
 - 10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.
 - 3 p.m. to 3.30 p.m., unless work ends at or before 3 p.m.
- Night—
 - 9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.
 - 3 a.m. to 3.30 a.m., unless work ends at or before 3 a.m.

(b) Persons employed continuously feeding coal into and/or driving or in charge of any mechanical appliance or elevator, shall be allowed 30 minutes' smoke-oh during each morning and each afternoon or alternatively shall be paid for such time.

(c) All other employees shall receive a smoke-oh of 10 minutes during each morning and each afternoon at a time mutually agreed upon or alternatively shall be paid for such time.

WET WEATHER PROVISIONS.

12. (a) A committee consisting of a representative of employers appointed by the Commonwealth Steamship Owners Association and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union, shall by agreement determine whether work at the South Wharf Coal Yards or any other place within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder shall proceed or cease in the event of wet weather.

(b) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

(c) In the event of employees working under cover and protected from rain the foregoing sub-clauses of this clause shall not apply and such employees shall continue working during any period of wet weather.

(d) During the temporary cessation of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows:—

For the first two hours—ordinary rates.
Thereafter at one-half ordinary rates.

(e) When the Committee determines that the weather conditions are suitable, employees affected shall immediately resume work.

(f) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

(g) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (d) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

(h) It shall be the function of the Wet Weather Committee as constituted under clause 12 (a) herein to determine if coal is too dusty to work, and if it so determines, such coal ex-ship shall be sprinkled with water prior to the coal being handled by employees.

MEAL MONEY.

13. Any person required to continue work until 5.30 p.m. or later shall be paid 2s. meal money.

PICKING-UP TIME.

14. The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

PLACE FOR ENGAGEMENT OF LABOUR.

15. The place for engagement of labour at the South Wharf coal yards, shall be at the Harbor Trust shelter shed.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed, for the purpose of interviewing employees on legitimate union business.

HOT AND COLD SHOWERS.

17. Employers shall provide hot and cold showers for the use of employees.

DINING AND SANITARY ACCOMMODATION.

18. Proper dining and sanitary accommodation shall be provided by the employer for the use of employees and shall be cleaned every day except Sundays and holidays, but in no case to be left uncleaned for more than one day.

HOLIDAYS.

19. (a) Weekly employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, Boxing Day, King's Birthday, or any other day substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays.

(b) For all work done on the above-mentioned holidays the rates prescribed in clause 20 shall apply and for the purpose of this sub-clause, "double time" and "time and a half" shall mean an extra day's pay or an extra half day's pay as the case may be, in addition to the days pay included in the weekly wage.

SPECIAL RATES.

20. For all work done on Sundays and the undermentioned holidays, the rates shall be—

	Coal Trade.	Coke Trade.
Sundays	Double time ..	Time and a half
Australia Day	Time and a half ..	"
New Year's Day	" ..	"
Labour Day	Double time ..	"
Good Friday	" ..	Double time
Easter Saturday	Time and a half ..	Time and a half
Easter Monday	" ..	"
Christmas Day	Double time ..	Double time
Boxing Day	Time and a half ..	Time and a half
King's Birthday	" ..	"
Melbourne Cup Day	" ..	"

but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

ANNUAL HOLIDAYS.

21. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the Factories and Shops (Annual Holidays) Act 1946 (No. 5111.)

SICK LEAVE.

22. No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 40 working hours in any year, i.e., one day for each two month's service, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that such illness was not the result of his own misconduct.

For the purposes of this clause, service prior to the 12th September, 1947, shall be disregarded.

EMPLOYEES ON LOAN.

23. Notwithstanding anything elsewhere contained in this Determination, an employee shall be deemed to be in the employ of his employer even though such employee shall or may be loaned temporarily or transferred to another employer who is subject to the provisions of this Determination.

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (a)

Improvers.	Other Employees.
WAGES PER WEEK OF 40 HOURS.	WAGES PER WEEK OF 40 HOURS.
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age 81 6	Wood cutters, using axe, power crosscut circular saw, or other method 152 8
17 years of age 95 0	Carters driving one horse 135 6
18 " " 108 6	Carters driving two horses 143 6
19 " " or over—the appropriate rate prescribed under the heading "other employees"	Carters driving three horses 148 0
	Carters driving four horses 151 0
	Carters driving five horses 152 6
	And 6d. extra per day for every additional horse
	Drivers of vehicle (including girlinger) having maker's capacity of—
	(a) 25 cwt. or less 143 6
	(b) Over 25 cwt., but not over 3 tons 149 6
	(c) Over 3 tons, but under 6 tons 154 0
	Further tonnage—for each complete ton over 5 an extra 1s. per week.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant 167 8
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 167 8
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision .. 177 8
	(ii) With three or fewer persons under his supervision .. 173 8
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 167 8
PROPORTION (BY ANY EMPLOYER.)	
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 135s. 6d. per week.	
NOTE. —The Board determines that no person shall be employed as an apprentice.	

(b) GAS-PRODUCER UNITS.—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.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed in clause (1) (a), war loadings shall be paid as follows:—

	Per Week.
	<i>s. d.</i>
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
All other classifications	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub clause (b) and shall not be entitled to war loadings.

CONDITIONS OF EMPLOYMENT (OTHER THAN FOR SHIFT WORK.)

- 2. (i) The ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.
- (ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days, and except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.
- (b) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.
- (iii) Smoke-ohs shall be counted as part of time worked.

SHIFT WORK.

- 3. (i) For the purposes of this Determination afternoon and night shifts shall be defined as follows:—
 - (a) Afternoon shift shall mean any shift finishing after 6 p.m. and at or before midnight.
 - (b) Night shift shall mean any shift finishing after midnight and at or before 8 a.m.
- (ii) The ordinary hours of shift workers shall not exceed—
 - (a) 8 hours in any one day; or
 - (b) 40 hours in any one week; or
 - (c) 88 hours in any 14 consecutive days; or
 - (d) 160 hours in any 28 consecutive days.
- (iii) Subject to the following conditions shift-workers shall work at such times as the employer may require.
 - (a) A shift shall consist of 8 hours inclusive of crib-time and smoke-oh.
 - (b) Except at regular change over of shifts or except in the event of relief not arriving or except in some special circumstance an employee shall not be required to work more than one shift in any one period of 24 hours.
 - (c) Any employee who is required to continue working on account of one of the special conditions mentioned in sub-clause (b) hereof shall not work more than two consecutive shifts in any one period of 24 hours.
- (iv) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day-workers receive under this Determination, he shall be paid at ordinary rates for twenty minutes' crib-time and two smoke-ohs of ten minutes each.
- (v) Shift-workers whilst engaged on afternoon or night shifts shall receive the ordinary rates of payment provided in clause 2 with the addition of 7½ per cent. Provided that for work done on any shift the major portion of which is worked on a Sunday or a holiday mentioned in clause 8, an additional 50 per cent. shall be paid.

OVERTIME.

4. Except as in this Determination may be otherwise provided, all time worked in excess of the ordinary daily or weekly hours of work shall be paid for at one and a half times the ordinary rate for the first four hours and double the ordinary rate thereafter.

TERMS OF ENGAGEMENT.

5. (i) An employer shall have the option of engaging any employee either by the week or casually.
 (ii) (a) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(b) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

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

(d) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

ANNUAL HOLIDAYS.

6. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111.)

SICK LEAVE.

7. No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 40 working hours in each year, i.e., one day for each two months' service, commencing 1st July, 1942, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

SUNDAYS AND HOLIDAYS.

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

(ii) Any weekly employee required to work on a Sunday or any holiday mentioned in sub-clause (i) hereof, shall be paid for such work at double the ordinary rate.

WASHING FACILITIES.

9. Each employer shall provide for all the employees hot and cold showers or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

10. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day after which two days' notice has been given to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

RIGHT OF ENTRY OF UNION OFFICIAL.

11. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination is done, for the purpose of interviewing employees on legitimate Union business.

NOTICE BOARD.

12. The Federated Fodder and Fuel Trades Industrial Union shall be permitted to post on a board notices appertaining to Union business generally.

FIRST-AID CHEST.

13. Every employer shall provide a fully-equipped first-aid outfit for use of any employee injured in the course of his employment.

GOGGLES AND RESPIRATORS.

14. Every employer shall provide suitable goggles and respirators for use of employees whilst employed by him.

PART 3.—Periodical Adjustment of Wages.

(NOTE.—The provisions of this Part operate in the cases of employees covered by Part 1 and Part 2.)

1. The wages rates set out in Part 1 and Part 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 2. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 19 0	6 0	6 5	Melbourne.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the basic wage shall be as prescribed in clause 1.

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

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 2nd May, 1949.



VICTORIA
GOVERNMENT GAZETTE.

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MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
5th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

POTTERY BOARD.

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

APPRENTICES OR IMPROVERS.

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

MALES.

Wages per Week.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
Under 15 years of age	At the Rates prescribed for Adults	30 0	1 3	2 3	35 6
15 years of age		35 0	1 6	2 9	39 3
16 " "		40 0	1 6	3 3	44 9
17 " "		47 9	1 9	3 9	53 3
18 " "		64 3	2 6	5 0	71 9
19 " "		75 9	3 0	6 0	84 9
20 " "	93 0	3 9	7 3	104 0	

FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	29 6	1 3	2 3	33 0	..	..	..	..
2nd 6 months	34 3	1 3	2 9	38 3	..	..	..	..
1st year .. .. .	..	..	..	..	34 3	1 3	2 9	38 3
2nd "	38 6	1 6	3 0	43 0	41 6	1 9	3 3	46 6
3rd "	41 6	1 9	3 3	46 6	47 0	1 9	3 9	52 6
4th "	47 0	1 9	3 9	52 6	53 9	2 0	4 3	60 0
5th "	53 9	2 0	4 3	60 0	59 6	2 3	4 9	66 6
6th "	59 6	2 3	4 9	66 6	..	..	..	..
and thereafter the minimum wage								

FEMALES—continued.

Wages per Week.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	34 3	1 3	2 9	38 3	40 0	1 9	3 3	45 0
2nd ,,	42 6	1 9	3 6	47 9	51 0	2 0	4 0	57 0
3rd ,,	51 0	2 0	4 0	57 0	58 0	2 3	4 9	65 0
4th ,,	58 0	2 3	4 9	65 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	43 6	1 9	3 6	48 9	51 0	2 0	4 0	57 0
2nd ,,	58 0	2 3	4 9	65 0	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

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

Improvers.

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

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whiteless.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
All Departments.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Head burner	156 0	3 10½	153 0	3 9¾/10
All other burners	150 0	3 9	147 0	3 8¾/10
Mouldmakers	158 0	3 11½	155 0	3 10½
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	162 0	4 0½	162 0	4 0½
All other clayhole men (employers to provide tools)	152 0	3 9½	149 0	3 87/10
Men boring or using explosives	157 0	3 11¼/10	154 0	3 10¼
FEMALES.				
Females	78 6	1 11¼/20	75 6	1 10¼/10
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	157 0	3 11¼/10	154 0	3 10½
Man in charge of plunger	149 6	3 8¼/20	146 6	3 7¼/20
Pressers	153 0	3 9¾/10	150 0	3 9
Setters	153 0	3 9¾/10	150 0	3 9
Junction sticker	153 0	3 9¾/10	150 0	3 9
Man working pipe flanging machine	147 0	3 8¼/10	144 0	3 7½
Bitumen jointers	146 0	3 7¾	143 0	3 6¾/10
Drawers	147 0	3 8¼/10	144 0	3 7½
Feeders of pipe machine	144 0	3 7½	141 0	3 6¾/10
Hand feeders of raw or burnt clay into crusher or grinding pan	147 0	3 8¼/10	144 0	3 7½
Man carrying or wheeling into or out of kiln or to or away from kiln	144 0	3 7½	141 0	3 6¾/10
Man sorting pipes	144 0	3 7½	141 0	3 6¾/10
Pipe dressers	144 0	3 7½	141 0	3 6¾/10
Packers of goods into railway trucks	143 0	3 6¾/10	140 0	3 6
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	140 0	3 6	137 0	3 5¾/10

All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
Dust Tile Making.				
Leading hand slip making	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Slip house attendants	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
Head placer inside a kiln	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Head Dipper	153 0	3 9 ⁹ / ₁₀	150 0	3 9
Dipper and/or spray operator	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Man hand-pressing dust titles with 6-in. press	147 0	3 8 ⁷ / ₁₀	144 0	3 7 ¹ / ₂
Setter and/or drawer	147 0	3 8 ⁷ / ₁₀	144 0	3 7 ¹ / ₂
Sagger maker	147 0	3 8 ⁷ / ₁₀	144 0	3 7 ¹ / ₂
Man operating lever on sagger machine	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
Man carrying into or out of kiln	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
Head packer	150 0	3 9	147 0	3 8 ⁷ / ₁₀
Packer who packs articles with protective substances into containers with secured lids ..	146 0	3 7 ¹ / ₂	143 0	3 6 ⁷ / ₁₀
Other packers	143 0	3 6 ⁷ / ₁₀	140 0	3 6
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	140 0	3 6	137 0	3 5 ¹ / ₁₀
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	152 0	3 9 ¹ / ₂	149 0	3 8 ⁷ / ₁₀
Man employed at pinning, leading, and/or cementing insulators or similar ware	147 0	3 8 ¹ / ₁₀	144 0	3 7 ¹ / ₂
Sanitary ware presser	150 0	3 9	147 0	3 8 ⁷ / ₁₀
Head packer	150 0	3 9	147 0	3 8 ⁷ / ₁₀
Packer who packs articles with protective substances into containers with secured lids ..	146 0	3 7 ¹ / ₂	143 0	3 6 ⁷ / ₁₀
Other packers	143 0	3 6 ⁷ / ₁₀	140 0	3 6
Leading hand slip making	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Slip house attendants	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
Tea-pot hand pressers	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Man fixing handles or spouts	146 0	3 7 ¹ / ₂	143 0	3 6 ⁷ / ₁₀
Hollow ware presser or head dipper	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Turner	152 0	3 9 ¹ / ₂	149 0	3 8 ⁷ / ₁₀
Caster	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Stoneware thrower—				
4th year's experience	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
5th year's experience	150 0	3 9	147 0	3 8 ⁷ / ₁₀
and thereafter	158 0	3 11 ¹ / ₂	155 0	3 10 ¹ / ₂
Head placer inside a kiln	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Head dipper	153 0	3 9 ⁹ / ₁₀	150 0	3 9
Dipper and/or spray operator	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Other placers	147 0	3 8 ⁷ / ₁₀	144 0	3 7 ¹ / ₂
Sagger maker	147 0	3 8 ⁷ / ₁₀	144 0	3 7 ¹ / ₂
Jolly and jigger hands	150 0	3 9	147 0	3 8 ⁷ / ₁₀
Pressers (screw and lever type inclusive) ..	149 6	3 8 ¹⁷ / ₂₀	146 6	3 7 ¹⁹ / ₂₀
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
Hand feeders of raw or burnt clay into crusher or grinding pan	147 0	3 8 ⁷ / ₁₀	144 0	3 7 ¹ / ₂
Grinders of burnt ware	149 0	3 8 ⁷ / ₁₀	146 0	3 7 ¹ / ₂
Potter's printer	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
Man operating lever on sagger machine	144 0	3 7 ¹ / ₂	141 0	3 6 ⁷ / ₁₀
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	140 0	3 6	137 0	3 5 ¹ / ₁₀

PIECEWORK.

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

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

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6-inches	2s. 11 ¹ / ₂ d. per trap
Boundary traps, 4-inches	2s. 1 ¹ / ₂ d. "
Gully traps (flanged)	1s. 10d. each
Disconnectors	1s. 10d. "
Basins	1s. 10d. "
Junctions	25s. 3d. per 100

PIECWORK—continued.

GENERAL POTTERY.

Chambers.			Cottage Pans and Traps.	
	Turning. per gross.	Handling per gross.	Cane.	
12's	17s. 3½d.	17s. 3½d.	Pans	29s. 5d. per doz.
9's	20s. 5½d.	20s. 5½d.	Traps	29s. 5d. "
6's	23s. 7½d.	23s. 7½d.		

8s. 8½d. per gross extra to be allowed for embossed chambers.

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon) 18s. 6½d. per dozen bottles

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

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	2s. 10½d. per trap	Disconnectors	1s. 8d. each
Boundary traps, 4 inches	1s. 11d. "	Basins	1s. 8d. "
Gully traps (flanged)	1s. 8d. each	Junctions	24s. 4½d. per 100

GENERAL POTTERY.

<i>Bottles (Throwing).</i>		<i>Pedestal Pans (Hand Pressed).</i>	
Acid bottles, including stopping and stamping (3 gallon)	16s. 7½d. per dozen bottles	Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—	
<i>Bung Jars and Demijohns (Throwing).</i>		Straight fronts—	
1 gallon	3s. 7½d. per dozen	Cane	7s. 8½d. each
2 gallon	6s. 2½d. "	White	7s. 9d. "
3 gallon	11s. 0d. "	Hollow fronts—	
5 gallon	24s. 4½d. "	Cane	7s. 1½d. "
1s. 2½d. per dozen extra for handle bottles		White	7s. 8½d. "
<i>Cottage Pans and Traps.</i>		Sizes exceeding above dimensions—	
Pans	28s. 6d. per dozen	Cane	8s. 4½d. "
Traps	28s. 6d. "	White	9s. 6½d. "
<i>Pudding Bowls.</i>		<i>Jars (Throwing).</i>	
9's	30s. 1d. per gross	Squat jars—	
12's	22s. 0½d. "	Under 2 gallons	
18's	16s. 7½d. "	2 gallons and over	
24's	9s. 10½d. "	51s. 3½d. per 100 gallons	
		46s. 6d. "	
		<i>Ginger Beer and Ale Bottles (Throwing).</i>	
		1 gallon (screwed)	
		Ale bottles	
		Others	
		50s. 8d. per gross	
		6s. 1½d. "	
		9s. 7d. "	

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

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

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

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 458]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

RUBBER TRADE BOARD.

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

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
Under 16 years of age	40 6	34 3	
16 years of age	53 0	40 6	
17 " "	65 6	46 9	
18 " "	84 3	50 3	
19 " "	96 9	65 6	
20 " "	109 3	71 9	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 13s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 13s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 98s. 9d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 98s. 9d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 98s. 9d. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 98s. 9d. per week of 40 hours.

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

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

3. ADULT MALES (OTHER THAN CABLE MAKING).

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

ADULT MALES (OTHER THAN CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	£ s d. 7 8 6
40. Operator on lathe engaged fashioning biased bowls	7 8 6
41. Operator dipping balloons and/or other dipped goods	7 4 0
42. Operator of rubber-thread cutting lathe	7 6 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	7 4 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	6 18 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 8 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 6 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 4 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	7 11 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	7 8 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	7 8 6
51. Operator engaged in making and/or moulding solid motor tyres	7 2 0
51A. Operator racking green motor tyres	7 0 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	7 4 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	7 6 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	7 8 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	7 5 0
56. Operator engaged on belt-making machine	7 2 0
57. Operator laying mats, tiles, or rubber flooring	7 11 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	7 11 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	7 4 0
60. Operator re-treading new tyres	7 2 0
61. Maker of air bags with extruded material	7 4 0
62. Maker of air bags (not otherwise classified)	7 11 0
62A. Operator buffing air bags	7 1 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	7 0 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	7 6 0
64. Operator in charge of forcing machine straining rubber	7 2 0
65. Operator in charge of textile cutting machine	7 4 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	7 2 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	7 13 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	7 4 0
69. First assistant on calender 48 inches and over	7 8 6
70. First assistant on calender under 48 inches	7 2 0
71. Operator in charge of calender 72 inches and under	8 0 0
72. Operator in charge of calender over 72 inches	8 5 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	7 9 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand	7 4 0
75. Storeman in charge of moulds	7 0 0
76. Operator engaged in mould burning	7 0 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	7 2 0
(b) other	7 4 0
78. Operator joining and/or repairing fabric liners	7 0 0
79. Operator cutting raw rubber by machine or press	7 0 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	7 4 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	6 18 0
82. Operator on mixing mill	7 11 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	7 4 0
84. Heaterman in charge of curing pan and/or dry heater	7 4 0
85. Operator in charge of forcing machine	7 6 0
86. First assistant on calender 48 inches and over	7 8 6
87. First assistant on calender under 48 inches	7 2 0
88. Operator in charge of calender 72 inches and under	8 0 0
89. Operator in charge of calender over 72 inches	8 5 0
90. Fine wiredrawing machine operator	7 4 0
91. Medium wiredrawing machine operator	7 4 0
92. Wiredrawing (tandem) machine operator	7 4 0
93. Annealing furnace operator	7 4 0
94. Pickling plant operator	7 2 0
95. Wire-winding machine operator	7 2 0
96. Fine wire-tinning machine operator	7 2 0
97. Medium wire-tinning machine operator	7 4 0
98. Assisting tinning-machine operator	7 2 0
99. Bunching machine operator	7 2 0
100. Stranding and/or armouring machine operator	7 4 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	7 2 0
102. Lapping machine operator	7 4 0
103. Longitudinal machine operator	7 4 0

ADULT MALES (CABLE MAKING)—*continued.*

		Wages per Week of 40 Hours.
		£ s. d.
104.	Longitudinal machine assistant	7 2 0
105.	Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	7 2 0
106.	Laying up machine operator	7 4 0
107.	Laying up machine assistant	7 2 0
108.	Repairer of cables	7 4 0
109.	Spark testing machine operator	7 4 0
110.	Tank test attendant	7 2 0
111.	Operator employed jointing cables	7 4 0
112.	Operator on waxing and/or compounding and/or impregnating machine	7 4 0
113.	Helper on waxing and/or compounding and/or impregnating machine	7 2 0
114.	Lacquering machine operator	7 4 0
115.	Lacquering machine helper	7 2 0
116.	Lead press operator for cables	7 8 6
117.	Lead press assistant for cables	7 2 0
118.	Lead stripping machine operator for cables	7 2 0
119.	Marking machine operator	7 4 0
120.	Rubber slitting machine operator	7 4 0
121.	Rubber slitting machine helper	7 2 0
122.	Taping and/or de-taping machine operator	7 2 0
123.	Inspector and/or examiner of cables	7 4 0

ADULT FEMALES.

		Wages per Week of 40 Hours.
		£ s. d.
All adult females		4 18 9

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



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MONDAY, MAY 30.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in *Government Gazette* No. 9 of the 7th January, 1949, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrambold and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman	8 5 0	8 2 0
Journeywomen	5 9 9	5 7 6

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

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

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

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

(b) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) 3/6 per week extra on above rates.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	37 6	36 6
Second year's experience	43 9	42 9
Third year's experience	62 6	61 0
Fourth year's experience	100 0	97 6
Fifth year's experience	125 0	122 0
Four-year terms—		
First year's experience	37 6	36 6
Second year's experience	62 6	61 0
Third year's experience	100 0	97 6
Fourth year's experience	125 0	122 0

- (c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.
- (d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination:—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar maker.
- (e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.
- (f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.
- (g) Until further order any contract of apprenticeship may contain the following provision:—
 If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
- (h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.
- (i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.
- (j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.
- (m) An apprentice shall not work under any system of payment by results.
- (n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	37 6	36 6
16 and under 17 years of age	50 0	48 9
17 and under 18 years of age	62 6	61 0
18 and under 19 years of age	75 0	73 3
19 and under 20 years of age	100 0	97 6
20 and under 21 years of age	125 0	122 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	s. d. 37 6	s. d. 36 6
16 and under 17 years of age	46 9	45 9
17 and under 18 years of age	53 0	51 9
18 and under 19 years of age	59 3	58 0
19 and under 20 years of age	65 6	64 0
20 and under 21 years of age	81 3	79 3

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

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

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

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

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

STATE OF TEXAS
COUNTY OF DALLAS

1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20

IN WITNESS WHEREOF, I have hereunto set my hand and seal of office this 1st day of January, 2008.

Notary Public in and for the State of Texas



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MONDAY, MAY 30.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses, 2 (A), 2 (B) and 2 (C), of the Determination published in *Government Gazette* No. 257 of the 23rd March, 1949, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).
Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	10 9 0	0 0	10 15 0
Slaughterman	9 17 0	0 0	10 5 0
Head and Feet Boners	8 11 6	3 0	8 14 6
Scalders	8 11 6	3 0	8 14 6
Meat Lumpers	8 8 0	3 0	8 11 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	8 4 0	3 0	8 7 0
General labourers	8 1 0	3 0	8 4 0

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

2. (A)—continued.

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

2. (A)—continued.

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

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
(1) Drivers of motor vehicles—	£ s. d.	£ s. d.	£ s. d.
(i) not exceeding 25 cwt. capacity	7 17 0	8 3 6	7 16 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	8 1 0	8 7 6	8 0 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	8 4 0	8 10 6	8 3 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	7 12 0	7 18 6	7 11 0
(ii) two horses	7 17 0	8 3 6	7 16 0
(iii) three horses	8 0 0	8 6 6	7 19 0
(iv) four horses	8 2 0	8 8 6	8 1 0

Division F.—Employees on Gas Producer Units.

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

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

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.		Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.	
Weekly Wage.		Weekly Wage.	
£ s. d.		£ s. d.	
1st year's experience	3 11 6	Under 18 years	4 16 0
2nd year's experience	4 6 6	18 years and under 19 years	5 14 0
3rd year's experience	4 19 0	19 years and under 20 years	6 5 6
4th year's experience	6 11 0	20 years	Minimum Wage
5th year's	Min mum Wage		

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

	Rate.	Loading (Constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	1 18 6	2 0	1 0	2 1 6
Second year	2 11 6	2 0	1 6	2 15 0
Third year	3 15 6	4 0	2 0	4 1 6
Fourth year	4 17 6	5 0	2 6	5 5 0
Fifth year	6 7 0	5 6	3 0	6 15 6
<i>Four-year Term</i>				
First year	2 5 0	2 0	1 0	2 8 0
Second year	3 4 0	3 0	1 6	3 8 6
Third year	4 17 6	5 0	2 6	5 5 0
Fourth year	6 7 0	5 6	3 0	6 15 6

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

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

Saving.

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

Contract of Apprenticeship.

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

Probationary Period.

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

Tuition During Apprenticeship.

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

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

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

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

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

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

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

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

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

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

Period of Apprenticeship.

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

Wages.

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

Conditions of Employment.

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

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

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

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

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

	Rate.		Loading (Constant).	War Loading.	Total.
	Per Week.		Per Week.	Per Week.	Per Week.
	£	s. d.	s. d.	s. d.	£ s. d.
First year	2	5 0	2 0	1 0	2 8 0
Second year	2	18 6	2 6	1 0	3 2 0
Third year	3	19 0	4 0	2 0	4 5 0
Fourth year	5	7 6	4 6	2 6	5 14 6
Fifth year	6	9 0	6 0	3 0	6 18 0

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

Proportion of Apprentices and Improvers.

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 461]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2 of the Determination published in *Government Gazette* No. 317 of the 26th April, 1949, shall be replaced by the following clauses:—

PART ONE.

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

1.	APPRENTICES OR IMPROVERS. Wages per Week of 40 Hours.					
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	46 6	0 9	47 3	45 0	0 9	45 9
16 years of age	62 6	1 0	63 6	47 6	0 9	48 3
17 years of age	75 0	1 3	76 3	53 0	0 9	53 9
18 years of age	97 0	1 6	98 6	58 0	1 0	59 0
19 years of age	130 0	2 0	132 0	71 0	1 3	72 3
20 years of age	136 6	2 3	138 9	81 0	1 3	82 3

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 17s. per week of 40 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 17s. per week of 40 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 9s. 6d. per week of 40 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 9s. 6d. per week of 40 hours.

OTHER EMPLOYERS.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skinnors or boners	173 6	3 0	176 6
Grader who grades for the export trade	179 0	3 0	182 0
Females employed filling cartons with boned meat	94 0	1 6	95 6
All others	168 0	3 0	171 0

PIECE-WORK PRICES.

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

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinner rabbits (heads off)	2s. 6d. per 100 } plus	3s. 9d. per 100 } plus
Skinner rabbits (heads on)	3s. 3d. per 100 } 66 per cent.	4s. 7½d. per 100 } 66 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } plus	
Skinner hares	9s. 3d. per 100 } 78 per cent.	

PART TWO.

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

I. APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	43 0	0 9	43 9	34 6	0 9	35 3
16 years of age	56 0	1 0	57 0	43 0	0 9	43 9
17 years of age	74 0	1 3	75 3	52 0	1 0	53 0
18 years of age	92 0	1 9	93 9	66 6	1 3	67 9
19 years of age	105 0	2 0	107 0	72 0	1 3	73 3
20 years of age	126 6	2 3	128 9	79 6	1 6	81 0

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 159s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 159s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 119s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 119s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	185 6	3 0	188 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	139 6	2 0	141 6
Foreman having the supervision of four or more workers	176 6	3 0	179 6
Shop hands (males) or salesmen	163 6	3 0	166 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	166 6	3 0	169 6
Wet chain pluckers	174 0	3 0	177 0
Labourers assisting—			
(a) Wholesale fish salesmen	171 6	3 0	174 6
(b) Wholesale poultry salesmen	161 6	3 0	164 6
Persons employed grading and/or placing plucked poultry in boxes	166 6	3 0	169 6
Females employed—			
(a) As shop hands	123 0	1 9	124 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	125 6	1 9	127 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	118 0	1 9	119 9
All others	156 6	3 0	159 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

PIECE-WORK PRICES.

23. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—
 (a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

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

Plus 91 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 23, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2, of the said Determination shall remain in force.

2107

[3017]



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No. 462]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette*, No. 10, of the 7th January, 1949, shall be replaced by the following clauses:—

2. WAGES PER WEEK (ADULTS.)

---	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	8 5 0	8 2 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	7 19 0	7 16 0
All other Journeymen	8 5 0	8 2 0
Journeywomen	5 9 9	5 7 6

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

(a) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

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

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

(c) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 462.—4624/49.—PRICE 3D.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	37 6	36 6
Second year's experience	43 9	42 9
Third year's experience	62 6	61 0
Fourth year's experience	100 0	97 6
Fifth year's experience	125 0	122 0
Four year terms—		
First year's experience	37 6	36 6
Second year's experience	62 6	61 0
Third year's experience	100 0	97 6
Fourth year's experience	125 0	122 0

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

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- (1) Sail, tent and canvas goods maker ;
- (2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 6	36 6
16 and under 17 years of age	50 0	48 9
17 and under 18 years of age	62 6	61 0
18 and under 19 years of age	75 0	73 2
19 and under 20 years of age	100 0	97 6
20 and under 21 years of age	125 0	122 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 6	36 6
16 and under 17 years of age	46 9	45 9
17 and under 18 years of age	53 0	51 9
18 and under 19 years of age	59 3	58 0
19 and under 20 years of age	65 6	64 0
20 and under 21 years of age	81 3	79 3

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult rate prescribed in clause 2.

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

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

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

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.

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VICTORIA GOVERNMENT GAZETTE.

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No. 463]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

TINSMITHS BOARD.

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

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Sheet Metal Section.			
Sheet metal worker (1st class)	8 17 0	9 3 6	8 14 0
Sheet metal worker (2nd class)	8 0 0	8 6 6	7 17 0
Spinner (1st class)	8 6 0	8 12 6	8 3 0
Spinner other	7 7 0	7 13 6	7 4 0
Die setter	7 7 0	7 13 6	7 4 0
Die setter—press operator working from blue prints or plans	8 0 0	8 6 6	7 17 0
Press operator (heavy)	7 4 0	7 10 6	7 1 0
Press operator (light)	7 1 6	7 7 6	6 18 0
Solderer and dipper	7 4 0	7 10 6	7 1 0
Drop hammer stamper	7 4 0	7 10 6	7 1 0
Guillotine operator (as defined)	8 0 0	8 6 6	7 17 0
Guillotine operator (other)	7 1 0	7 7 6	6 18 0
Guttering machinist	7 1 0	7 7 6	6 18 0
Power machinist (not otherwise specified)	7 1 0	7 7 6	6 18 0
(b) Welding Division.			
Welder—			
1st class, other than when using Cutler machine	9 1 6	9 8 0	8 18 6
1st class, using Cutler machine	8 3 0	8 9 6	8 0 0
2nd class	7 10 0	7 16 6	7 7 0
3rd class	7 4 0	7 10 6	7 1 0
Tack welder	7 7 0	7 13 6	7 4 0
(c) Canister-making.			
Die setter and/or machine setter and or leading press hand	7 7 0	7 13 6	7 4 0
Canister-maker by hand and riveter by hand	7 7 0	7 13 6	7 4 0
Solderer and dipper	7 1 0	7 7 6	6 18 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 160° F. and over	7 7 0	7 13 6	7 4 0
Operator of power capping machines or metal pots on automatic machines	7 4 0	7 10 6	7 1 0
Operator of other power presses and other power machines	7 1 0	7 7 6	6 18 0
Cap solderer (not otherwise classified)	7 1 0	7 7 6	6 18 0

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer	7 17 6	8 4 0	7 14 6
Tinner and grease tinner	7 17 6	8 4 0	7 14 6
Assistant working over metal pot	7 4 0	7 10 6	7 1 0
Pickler	7 2 6	7 9 0	6 19 6
All others in this Division	6 16 0	7 2 6	6 13 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	8 0 0	8 6 6	7 17 0
Spray operator	7 7 0	7 13 6	7 4 0
Grainer, liner, and filler	7 1 0	7 7 6	6 18 0
Painter and lacquerer	7 1 0	7 7 6	6 18 0
Dipper	7 1 0	7 7 6	6 18 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	7 16 0	8 2 6	7 13 0
Fuser on medallions, badges, or buckles	7 1 0	7 7 6	6 18 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	7 2 6	7 9 0	6 19 6
Inspector (other)	6 18 0	7 4 6	6 15 0
Mill hand and mixer	7 2 6	7 9 0	6 19 6
Packer and despatcher	7 2 6	7 9 0	6 19 6
Pickler	7 2 6	7 9 0	6 19 6
Rackman	6 14 6	7 1 0	6 11 6
Sand and shot blaster	8 0 6	8 7 0	7 17 6
Sprayer	7 4 0	7 10 6	7 1 0
Swiller, gripper, and brusher	7 1 0	7 7 6	6 18 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 in any Division	6 8 0	6 14 6	6 5 0
<i>(g) General.</i>			
Process worker	7 1 0	7 7 6	6 18 0
Tool storeman (as defined)	7 8 0	7 14 6	7 5 0
Storeman and/or packer	7 12 6	7 19 0	7 9 6

Leading Hands.

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

Ship Repairing.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

Sheet-metal worker—1st class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Welder—1st class ;

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(j) WAGES PER WEEK OF 40 HOURS.

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

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s d.	s d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	6 0	4 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 9
20 years of age	62½	2 0	5 0	4 1 6	4 5 6	3 19 6
<i>III.—Male Junior Labour.</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

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

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

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

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

Prohibited Occupations.

(b) Junior employees shall not be employed:—

(i) If under the age of 16 years—
using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—
die setting on power presses, or as operators of power driven guillotines.

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



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GOVERNMENT GAZETTE.

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MONDAY, MAY 30.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

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

2.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.	
MALES.						
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>						
Brass finisher, tradesman	s. d. 171 0	s. d. 6 0	s. d. 177 0	s. d. 168 0	s. d. 6 0	s. d. 174 0
Carpenter on maintenance work	171 0	6 0	177 0	168 0	6 0	174 0
Coremaker, jobbing	171 0	6 0	177 0	168 0	6 0	174 0
Die maker (see "toolmaker")						
Die setter	166 6	5 0	171 6	163 6	5 0	168 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	175 6	6 0	181 6	172 6	6 0	178 6
Electrical fitters	171 0	6 0	177 0	168 0	6 0	174 0
Electrical mechanic	171 0	6 0	177 0	168 0	6 0	174 0
Fitter and/or turner, tradesman	171 0	6 0	177 0	168 0	6 0	174 0
Ironworker, directly assisting tradesman (including iron- worker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	145 0	3 0	148 0	142 0	3 0	145 0
Jigmaker, in wood or metal	171 0	6 0	177 0	168 0	6 0	174 0
Machinist (metal), first class	171 0	6 0	177 0	168 0	6 0	174 0
Machinist (metal), second class	158 0	4 0	162 0	155 0	4 0	159 0
Machinist (metal), third class	150 0	3 0	153 0	147 0	3 0	150 0
Machinist (wood) (see "wood machinist")						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")	171 0	6 0	177 0	168 0	6 0	174 0
Panel worker, tradesman	171 0	6 0	177 0	168 0	6 0	174 0
Pattern maker	195 0	5 0	190 0	182 0	5 0	187 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFTS.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	175	6	6	0	181	6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	171	0	6	0	177	0
Saw doctor	158	0	4	0	162	0
Smith, tradesman	175	6	6	0	181	6
Template maker	172	6	6	0	178	6
Tool maker, tool hardener, and die maker (in wood or metal)	177	0	6	0	183	0
Tradesman, the greater part of whose time is occupied marking off	180	0	10	0	190	0
Trimmer, tradesman (on development work)	175	6	6	0	181	6
Turner (see "Fitter and/or turner").	170	0	6	0	176	0
Welder, first class	175	6	5	0	180	6
Welder, second class	160	0	4	0	164	0
Welder, third class	150	0	3	0	153	0
Welder, fourth class	145	6	3	0	148	6
Wood machinist, first class	166	6	5	0	171	6
<i>Production.</i>						
Acid washer	155	0	3	0	158	0
Air hammer operator	160	0	4	0	164	0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	147	0	3	0	150	0
Assembler (aero engine)	171	0	6	0	177	0
Assembler and/or wiper, chassis	154	0	3	0	157	0
Assembler, cushion and squab spring	151	0	3	0	154	0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	160	0	4	0	164	0
Assembler of bodies or parts of bodies "on the line"	166	6	5	0	171	6
Assembler of chassis parts independently of main assembly	154	0	3	0	157	0
Assembler, windscreen frame	151	0	3	0	154	0
Axle maker	171	0	6	0	177	0
Axle turner	171	0	6	0	177	0
Band and/or jig sawyer, trim	160	0	4	0	164	0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	162	0	5	0	167	0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	150	0	3	0	153	0
Body maker, first class	171	0	6	0	177	0
Body maker, second class	166	6	5	0	171	6
Body moulder	154	0	3	0	157	0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	158	6	4	0	162	6
Chassis assembler (see "Assembler").	150	0	3	0	153	0
Checker (chassis assembly and/or vehicle pre-delivery)	161	0	4	0	165	0
Cold setter	153	0	3	0	156	0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	166	6	5	0	171	6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	166	6	5	0	171	6
Dipper and hanger (paint)	144	0	3	0	147	0
Dipper, solder or tin	150	0	3	0	153	0
Driller	146	0	3	0	149	0
Driller	148	0	3	0	151	0
Driller	160	0	3	0	163	0
Drop hammer smith— (a) When dies are not used (b) When dies are used	172	6	6	0	178	6
	150	0	3	0	153	0

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—<i>continued.</i>						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	145 6	3 0	148 6	142 6	3 0	145 6
Edge turner (see "Panel edge trimmer").						
Electric machine outter (trim)	160 0	4 0	164 0	157 0	4 0	161 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	171 0	6 0	177 0	168 0	6 0	174 0
Electroplater, second class	158 0	4 0	162 0	155 0	4 0	159 0
Electroplater, third class	143 0	3 0	146 0	140 6	3 0	143 6
Enameller, bow socket	147 6	3 0	150 6	144 6	3 0	147 6
Enameller in colours and/or varnisher (finishing coat brush)	166 6	5 0	171 6	163 6	5 0	168 6
Folding machine operator	151 0	3 0	154 0	148 0	3 0	151 0
Frame operative (cushion and squabs)	151 0	3 0	154 0	148 0	3 0	151 0
Furnace brazier	158 6	4 0	162 6	155 6	4 0	159 6
Furnaceman	150 0	3 0	153 0	147 0	3 0	150 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	160 0	4 0	164 0	157 0	4 0	161 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	150 0	3 0	153 0	147 0	3 0	150 0
Grinder and/or buffer (metal) using portable machine	155 0	3 0	158 0	152 0	3 0	155 0
Guillotine machinist	151 0	3 0	154 0	148 0	3 0	151 0
Hammer driver, steam, pneumatic, or other power	145 6	3 0	148 6	142 6	3 0	145 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	140 0	3 0	143 0	137 0	3 0	140 0
Labourer assisting without using tools (chassis assembly)	140 0	3 0	143 0	137 0	3 0	140 0
Liner	168 6	5 0	171 6	163 6	5 0	168 6
Machinist (metal), first class	171 0	6 0	177 0	168 0	6 0	174 0
Machinist (metal), second class	158 0	4 0	162 0	155 0	4 0	159 0
Machinist (metal), third class	150 0	3 0	153 0	147 0	3 0	150 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	158 6	4 0	162 6	155 6	4 0	159 6
Marker-out or scribe (using patterns or templates)	149 0	3 0	152 0	146 0	3 0	149 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher and/or grinder	152 0	3 0	155 0	149 0	3 0	152 0
Painter, coach (brush)	166 6	5 0	171 6	163 6	5 0	168 6
Painter, spray (on coats other than priming)	166 6	5 0	171 6	163 6	5 0	168 6
Painter, spray and/or brush (on prime coats)	155 0	3 0	158 0	152 0	3 0	155 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	147 6	3 0	150 6	144 6	3 0	147 6
Painter's labourer	142 0	3 0	145 0	139 0	3 0	142 0
Panel beater, first class	171 0	6 0	177 0	168 0	6 0	174 0
Panel beater, second class	166 6	5 0	171 6	163 6	5 0	168 6
Panel edge turner	158 0	4 0	162 0	155 0	4 0	159 0
Panel fixer, metal	151 0	3 0	154 0	148 0	3 0	151 0
Panel machinist (other)	150 0	3 0	153 0	147 0	3 0	150 0
Panel worker, dent knocker and/or metal finisher	166 6	5 0	171 6	163 6	5 0	168 6
Paster (trim)	152 0	3 0	155 0	149 0	3 0	152 0
Petrol tank operative	152 0	3 0	155 0	149 0	3 0	152 0
Pickler	150 0	3 0	153 0	147 0	3 0	150 0
Plate glass beveller	162 0	5 0	167 0	159 0	5 0	164 0
Plate glass cutter	162 0	5 0	167 0	159 0	5 0	164 0
Plate glass driller	162 0	5 0	167 0	159 0	5 0	164 0
Plate glass grinder	147 6	3 0	150 6	144 6	3 0	147 6
Pleat stuffer	150 0	3 0	153 0	147 0	3 0	150 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	158 0	4 0	162 0	155 0	4 0	159 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	159 0	4 0	163 0	156 0	4 0	160 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	144 0	3 0	147 0	141 0	3 0	144 0
Press operator (light)	149 0	3 0	152 0	146 0	3 0	149 0
Process worker	144 0	3 0	147 0	141 0	3 0	144 0
Riveter on motor truck or wagon body	166 6	5 0	171 6	163 6	5 0	168 6
Riveter, chassis	154 0	3 0	157 0	151 0	3 0	154 0
Riveter, other (up to and including ½-in. rivet)	151 0	3 0	154 0	148 0	3 0	151 0
Rotary buff operator—						
(a) While doing dent knocking	168 6	5 0	171 6	163 6	5 0	168 6
(b) While not doing dent knocking on the line	160 0	4 0	164 0	157 0	4 0	161 0
Rotary shearing machinist	158 0	4 0	162 0	155 0	4 0	159 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	146 0	3 0	149 0	143 0	3 0	146 0
Sorewar and/or tapper	145 6	3 0	148 6	142 6	3 0	145 6
Scriber (see "Marker-out or scribe").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

VEHICLE BUILDING INDUSTRY BOARD.—*continued.*

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
<i>MALES—continued.</i>						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	150 0	3 0	153 0	147 0	3 0	150 0
Smith tradesmen	172 6	6 0	178 6	169 6	6 0	175 6
Solderer, "on the line"	168 6	5 0	171 6	163 6	5 0	168 6
Solderer not "on the line"	160 0	4 0	164 0	157 0	4 0	161 0
Solderer (on other than body work)	160 0	4 0	164 0	157 0	4 0	161 0
Spotter and/or toucher-up	166 6	5 0	171 6	163 6	5 0	168 6
Spray painter (see "Painter, spray").						
Spring fitter	171 0	6 0	177 0	168 0	6 0	174 0
Spring maker, cushion and squab	166 6	5 0	171 6	163 6	5 0	168 6
Spring maker, laminated	171 0	6 0	177 0	168 0	6 0	174 0
Spring maker, spiral (by hand)	158 6	4 0	162 6	155 6	4 0	159 6
Spring service worker	150 0	3 0	153 0	147 0	3 0	150 0
Squab and/or cushion maker	166 6	5 0	171 6	163 6	5 0	168 6
Stopper-up	154 0	3 0	157 0	150 0	3 0	153 0
Stove attendant, electric	151 0	3 0	154 0	148 0	3 0	151 0
Strap maker	150 0	3 0	153 0	147 0	3 0	150 0
Stretching machine operator	151 0	3 0	154 0	148 0	3 0	151 0
Striker	145 0	3 0	148 0	142 0	3 0	145 0
Tapper (see "Screw and/or tapper").						
Tester	150 0	3 0	153 0	147 0	3 0	150 0
Timber kiln attendant	142 0	3 0	145 0	139 0	3 0	142 0
Timber orderman	149 0	3 0	152 0	146 0	3 0	149 0
Timber stacker	143 0	3 0	146 0	140 0	3 0	143 0
Toucher-up (see "Spotter and/or toucher-up").						
Transfer grainer	153 0	3 0	156 0	150 0	3 0	153 0
Trimmer, sectional (on the line)	162 0	5 0	167 0	159 0	5 0	164 0
Trimmer, sectional (off line)	158 0	4 0	162 0	155 0	4 0	159 0
Trimmer, tradesman (including outter by hand)	166 6	5 0	171 6	163 6	5 0	168 6
Tube maker	147 6	3 0	150 6	144 6	3 0	147 6
Tyre fitter	147 6	3 0	150 6	144 6	3 0	147 6
Uni-shear operator	150 0	3 0	153 0	147 0	3 0	150 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyoeman	153 0	3 0	156 0	150 0	3 0	153 0
Washer using phenyl, petrol, kerosene, &c.	145 0	3 0	148 0	142 0	3 0	145 0
Welder, "A" grade	175 6	5 0	180 6	172 6	5 0	177 6
Welder, "B" grade	168 0	5 0	173 0	165 0	5 0	170 0
Welder, federal aluminium	160 0	4 0	164 0	157 0	4 0	161 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	160 0	4 0	164 0	157 0	4 0	161 0
Welder, electric spot and butt	151 0	3 0	154 0	148 0	3 0	151 0
Wet rubber and/or polisher (paint)	155 0	3 0	158 0	152 0	3 0	155 0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	166 6	5 0	171 6	163 6	5 0	168 6
Wood machinist, second class	158 0	4 0	162 0	155 0	4 0	159 0
Writer	171 0	6 0	177 0	168 0	6 0	174 0
<i>Horse-drawn Vehicles.</i>						
Axle maker	166 6	5 0	171 6	163 6	5 0	168 6
Axle turner	166 6	5 0	171 6	163 6	5 0	168 6
Grainer	166 6	5 0	171 6	163 6	5 0	168 6
Nave mortise and boring machinist	149 0	3 0	152 0	146 0	3 0	149 0
Nave turner	161 0	4 0	165 0	158 0	4 0	162 0
Signwriter	166 6	5 0	171 6	163 6	5 0	168 6
Spoke lather	161 0	4 0	165 0	158 0	4 0	162 0
Spoke planer	161 0	4 0	165 0	158 0	4 0	162 0
Spoke tenoner	161 0	4 0	165 0	158 0	4 0	162 0
Spoke throster	161 0	4 0	165 0	158 0	4 0	162 0
Timber bender	161 0	4 0	165 0	158 0	4 0	162 0
Wheelwright and wheel maker	166 6	5 0	171 6	163 6	5 0	168 6
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	171 0	6 0	177 0	168 0	6 0	174 0
Pitman	168 6	4 0	162 6	155 6	4 0	159 6
Wheel grinder	168 6	4 0	162 6	155 6	4 0	159 6
Wheel turner	171 0	6 0	177 0	168 0	6 0	174 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Acetylene generator operator in charge of installation	154 0	3 0	157 0	151 0	3 0	154 0
Driver of chassis and/or new vehicle	144 0	3 0	147 0	141 0	3 0	144 0
Case maker	147 6	3 0	150 6	144 6	3 0	147 6
Case repairer	144 0	3 0	147 0	141 0	3 0	144 0

VEHICLE BUILDING INDUSTRY BOARD.—*continued.*

FEMALES.

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

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

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	4	5 0
Thereafter	4	14 6

(b) The rates payable to females under the age of 21 years shall be :—

	Per Week of 40 Hours	
	£	s. d.
For the first six months	2	14 0
For the second six months	3	9 0
Thereafter until 21 years of age	4	4 0

APPRENTICES.

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

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
 (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 (ii) Trimmer (Production).
 (iii) Axle maker.
 (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

- (i) Electrical fitter.
 (ii) Electrical mechanic.
 (iii) Electro-plater, first class.
 (iv) Fitter and/or turner.
 (v) Metal machinist, first class.
 (vi) Pattern maker.
 (vii) Welder (first class only).
 (viii) Body maker, first class.
 (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 (x) Tradesman panel worker and panel beater (first class).
 (xi) Trimmer, development and/or repair work.
 (xii) Wood machinist (first class).

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

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

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

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

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

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

Wages.

(h) (a) Apprentices—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne ; 10 miles of the Geelong and Warrnambool Post Offices ; 5 miles of Chief Post Office at Mildura ; and the Clippelland District.	All Other Parts of Victoria.
Five-year terms—	s. d.	s. d.
First year	30 6	29 6
Second year	41 6	40 6
Third year	62 6	61 0
Fourth year	103 0	100 6
Fifth year	130 0	127 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	35 6	34 6
Second year	62 0	60 6
Third year	103 0	100 6
Fourth year	130 0	127 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.
 Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

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

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

Sick Leave, Public Holidays, and Annual Leave.

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

Hours.

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

Overtime and Shift Work.

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

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

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

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

(o) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

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

MALE JUNIOR WORKERS.

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

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

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

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	32 0	31 6
16 years of age	45 6	44 6
17 " "	61 6	60 0
18 " "	77 6	75 6
19 " "	97 0	95 0
20 " "	116 0	113 6

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

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

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

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

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

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



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GOVERNMENT GAZETTE.

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No. 465]

MONDAY, MAY 30.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY. H. BEERS,
Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 618 of the 4th June, 1948, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).*

	Employed at Yallourn.	Employed—(a)			
		Within 20 Miles of G.P.O., Melbourne;		Elsewhere in the State.	
		(b) Within 10 Miles of G.P.O., Geelong;		(c) in Mildura and Gippsland Districts;	
		(d) at Warrnambool.			
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	7 2 6	6 17 0	6 14 0	6 14 0	6 14 0
(2) Blacksmith	8 16 0	8 9 6	8 6 6	8 6 6	8 6 6
(3) Blacksmith's striker	7 9 0	7 2 6	6 19 6	6 19 6	6 19 6
(4) Boxes, crates and/or cases—					
(a) Cleaning and/or steaming	7 3 6	6 17 0	6 14 0	6 14 0	6 14 0
(b) Breaking up	7 5 0	6 18 6	6 15 6	6 15 6	6 15 6
(c) Spraying machinist	7 5 0	6 18 6	6 15 6	6 15 6	6 15 6
(d) Splicing machinist	7 5 0	6 18 6	6 15 6	6 15 6	6 15 6
(e) Printing machinist	7 6 6	7 0 0	6 17 0	6 17 0	6 17 0
(f) Munitions—ammunition box manufacture—employees not elsewhere included	7 8 0	7 1 6	6 18 6	6 18 6	6 18 6
(g) Lacing and wiring machinist	7 8 0	7 1 6	6 18 6	6 18 6	6 18 6
(h) Nailing machinist	7 9 0	7 2 6	6 19 6	6 19 6	6 19 6
(i) Cleating machinist	7 9 0	7 2 6	6 19 6	6 19 6	6 19 6
(j) Finishing	7 11 0	7 4 6	7 1 6	7 1 6	7 1 6
(k) Wire bound box making machinist	7 14 0	7 7 6	7 4 6	7 4 6	7 4 6
(l) Hoop ironing and/or wiring (bench hand)	7 17 0	7 10 6	7 7 6	7 7 6	7 7 6
(m) Making and/or repairing manual	7 17 0	7 10 6	7 7 6	7 7 6	7 7 6

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O. Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck	7 15 6	7 9 0	7 6 0
(6) Broad axeman and/or adzeman	8 19 0	8 12 6	8 9 6
(7) Bulldozer driver	8 16 0	8 9 6	8 6 6
(8) Cable drum and/or reel maker, assembler and/or finisher	7 18 6	7 12 0	7 9 0
(9) Carpenter, bush (as defined)	7 18 6	7 12 0	7 9 0
(10) Crane attendant or dogman—			
(a) working up to a height of 40 feet	7 5 0	6 18 6	6 15 6
(b) working at a height of over 40 feet	7 8 0	7 1 6	6 18 6
(11) Driver—			
(i) Bullock team, bush	8 8 6	8 2 0	7 19 0
(ii) Caterpillar or similar type of logging tractor	8 11 6	8 5 0	8 2 0
(iii) A tractor driver who in the course of his duties is required by his employer to perform mechanical and/or repair work exclusive of ordinary servicing shall be paid an additional 6s. per week	..	..	..
(iv) Horse (bush)—			
(a) Driver of one or two horses	7 12 6	7 6 0	7 3 0
(b) Driver of three horses	7 17 0	7 10 6	7 7 6
(c) Driver of more than three horses	8 0 0	7 13 6	7 10 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday	..	..	..
(12) Elevator and/or piler man in connexion with stacking or unstacking timber	7 6 6	7 0 0	6 17 0
(13) Faller	8 5 6	7 19 0	7 16 0
(14) Faller, head (as defined)	8 19 0	8 12 6	8 9 6
(15) Grinder, whose principal duty is grinding knives and cutters	8 13 0	8 6 6	8 3 6
(16) Guard (as defined)	8 5 6	7 19 0	7 16 0
(17) Kiln attendant (as defined)	7 8 0	7 1 6	6 18 6
(18) Kiln operator (as defined)	8 0 0	7 13 6	7 10 6
(19) Kiln supervisor (as defined)	8 11 6	8 5 0	8 2 0
(20) Labourer, experienced (as defined)	6 16 6	6 10 0	6 7 0
(21) Landing builder or repairer	7 8 0	7 1 6	6 18 6
(22) Landing builder or repairer (man in charge of)	7 18 6	7 12 0	7 9 0
(23) Loading or turning sleepers over 5 feet long	7 6 6	7 0 0	6 17 0
(24) Loading logs	7 7 6	7 1 0	6 18 0
(25) Log chuteman	7 8 0	7 1 6	6 18 6
(26) Log conveyorman	7 8 0	7 1 6	6 18 6
(27) Log yardman or skidman	7 8 0	7 1 6	6 18 6
(28) Machinists as set out hereunder—			
(i) "A" Grade	8 11 6	8 5 0	8 2 0
<p>A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—</p> <p>(a) Boults carver;</p> <p>(b) Buzzer and/or jointer (using other than straight knives and cutters);</p> <p>(c) Cross grainer;</p> <p>(d) Drum sander (four or more drums);</p> <p>(e) General joiner;</p> <p>(f) Linderman, gluer and joiner;</p> <p>(g) Lock angle machine;</p> <p>(h) Moulder;</p> <p>(i) Planer—3 heads or more (other than box);</p> <p>(j) Planer, box (four heads or more);</p> <p>(k) Router—working freehand;</p> <p>(l) Shaper (other than grooving and/or slotting in box and case making);</p> <p>(m) Spoke throater;</p> <p>(n) Tenoner—(using scribing irons) other than an automatic tenoner;</p> <p>(o) Trusser crozier;</p> <p>(p) Variety turning or automatic lathe—revolving head.</p> <p>An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.</p>			

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(ii) "B" Grade	7 16 6	7 10 0	7 7 0
A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—			
(a) Automatic lathe (other than revolving heads);			
(b) Borer (three or more spindles);			
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine.			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher	7 14 0	7 7 6	7 4 6
(b) Moulder (excluding the feeder on automatic feed table)	7 11 6	7 5 0	7 2 0
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade	7 6 6	7 0 0	6 17 0
(d) Boring machine (less than three spindles)	7 6 6	7 0 0	6 17 0
(29) Meal grinder	7 4 0	6 17 6	6 14 6
(30) Millwright (as defined)	9 0 6	8 14 0	8 11 0
(31) Offsider to ropeman or shoeman	7 5 0	6 18 6	6 15 6
(32) Offsider to logging tractor or bull-dozer driver logging with up to 40 feet of rope	7 15 6	7 9 0	7 6 0
(33) Operator employed on glueing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b))	8 8 6	8 2 0	7 19 0
(34) Orderman (as defined)	7 17 0	7 10 6	7 7 6
(35) Pine plantation employees—			
(a) Faller	7 18 6	7 12 0	7 9 0
(b) Loaders, trimmers, and employees cutting logs	7 9 6	7 3 0	7 0 0
(36) Plate layer	7 8 0	7 1 6	6 18 6
(37) Pulp wood cutter and/or splitter	7 11 0	7 4 6	7 1 6
(38) Rigger or tree climber	8 17 6	8 11 0	8 8 0
(39) River logman (as defined)	7 5 0	6 18 6	6 15 6
(40) Ropeman or shoeman	8 5 6	7 19 0	7 16 0
(41) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	9 0 6	8 14 0	8 11 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	9 0 6	8 14 0	8 11 0
(c) Stave cutting sawyer	8 8 6	8 2 0	7 19 0
(d) Sawyer who breaks down logs but does not cut planks to size	8 5 6	7 19 0	7 16 0
(e) Flitching frame sawyer	8 2 6	7 16 0	7 13 0
(f) No. 1 benchman	9 0 6	8 14 0	8 11 0
(g) No. 2 benchman	8 8 6	8 2 0	7 19 0
(h) No. 3 benchman	7 17 0	7 10 6	7 7 6
(i) No. 4 benchman	7 5 0	6 18 6	6 15 6
(j) Gang frame sawyer	7 18 6	7 12 0	7 9 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman)	7 15 6	7 9 0	7 6 0
(l) Ripper or crosscut, cutting wood blocks	7 5 0	6 18 6	6 15 6
(m) Roller re-cut band sawyer using blade over 3 inches in width	8 10 0	8 3 6	8 0 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	8 8 6	8 2 0	7 19 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	7 18 6	7 12 0	7 9 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(p) Circular sawyer if cutting a depth of or over 7½ inches	8 10 0	8 3 6	8 0 6
(q) Circular sawyer if cutting a depth of under 7½ inches	7 18 6	7 12 0	7 9 0
(r) Edger sawyer to log band sawyer	8 8 6	8 2 0	7 19 0
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases	8 5 6	7 19 0	7 16 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	8 5 6	7 19 0	7 16 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	7 18 6	7 12 0	7 9 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	7 18 6	7 12 0	7 9 0
(u) Other breaking down bench sawyers	8 2 6	7 16 0	7 13 0
(v) Frame sawyer if cutting a depth of or over 18 inches	8 0 0	7 13 6	7 10 6
(w) Frame sawyer if cutting a depth of less than 18 inches	7 14 0	7 7 6	7 4 6
(x) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	8 8 6	8 2 0	7 19 0
(y) Detail band or jig sawyer if not brazing or sharpening his own saw	7 18 6	7 12 0	7 9 0
(z) Sawyer cutting detail work	8 8 6	8 2 0	7 19 0
(aa) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting)	8 0 0	7 13 6	7 10 6
(ab) Cross-cut sawyer, cabinet furniture or joinery work	7 18 6	7 12 0	7 9 0
(ac) Cross-cut sawyer, not provided for elsewhere herein	7 8 0	7 1 6	6 18 6
(ad) Case or box-bench sawyer flattening off up to 2 inches in thickness	7 3 6	6 17 0	6 14 0
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined)	7 12 6	7 6 0	7 3 0
(ii) At docking saw, other than main	7 3 6	6 17 0	6 14 0
(iii) Responsible man at main docking saw	7 17 0	7 10 6	7 7 6
(iv) Responsible man at docking saw other than main docking saw	7 8 0	7 1 6	6 18 6
(b) Dockerman and/or tallyman where only one docking saw	7 8 0	7 1 6	6 18 6
(3) Handlemen—			
(a) Handleman, No. 1 bench	7 12 6	7 6 0	7 3 0
(b) Handleman, No. 2 bench	7 6 6	7 0 0	6 17 0
(c) Handleman operating manual windlass hauling breaking down carriage	7 6 6	7 0 0	6 17 0
(4) Header-in re-cut band saw	7 1 6	6 15 0	6 12 0
(5) Levermen—			
(a) Leverman, No. 1 bench	7 6 6	7 0 0	6 17 0
(b) Leverman, No. 2 bench	7 4 6	6 18 0	6 15 0
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller	8 5 6	7 19 0	7 16 0
(ii) On dead or manually operated roller where not single-handed	7 12 6	7 6 0	7 3 0
(iii) Power-driven (other than manual power) or friction feed	7 6 6	7 0 0	6 17 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller	7 15 6	7 9 0	7 6 0
(ii) On dead or manually operated roller where not single-handed	7 6 6	7 0 0	6 17 0
(iii) Power-driven (other than manual power) or friction feed	7 4 6	6 18 0	6 15 0
(c) Puller-out or assistant, No. 3 bench	7 1 6	6 15 0	6 12 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	7 6 6	7 0 0	6 17 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	7 6 6	7 0 0	6 17 0
(7) Setters—			
(a) Setter on log band saw carriage	7 7 0	7 1 6	6 18 6
(b) Setter on other saw carriages	7 6 6	7 0 0	6 17 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(42) Saw doctor	9 9 6	9 3 0	9 0 0
(43) Saw sharpener (exclusively employed as such)	8 2 6	7 16 0	7 13 0
(44) Spar or plank road builder	7 6 6	7 0 0	6 17 0
(45) Splitter, packing	7 5 0	6 18 6	6 15 6
(46) Splitter of billets for staves	7 6 6	7 0 0	6 17 0
(47) Splitter, spoke, stave, and paling	7 11 0	7 4 6	7 1 6
(48) Splitter, pulp wood	7 11 0	7 4 6	7 1 6
(49) Spotter, at spot mills	8 5 6	7 19 0	7 16 0
(50) Stackers, block, of timber and/or plywood and/or veneer to a height of over 6 feet	6 18 6	6 12 0	6 9 0
(51) Stackers, for seasoning by means of stripping or other recognized method	7 6 6	7 0 0	6 17 0
(52) Storeman and packer (inclusive of war loading)	7 6 6	7 0 0	6 17 0
(53) Tallyman and/or measurer (as defined)	7 17 0	7 10 6	7 7 6
(54) Timber bender—			
(a) By hand	7 15 6	7 9 0	7 6 0
(b) Operating machine	8 1 6	7 15 0	7 12 0
(c) Who selects timber, improvises own forms and equipment and operates machine	8 11 6	8 5 0	8 2 0
(55) Timber grader (as defined)	7 9 6	7 3 0	7 0 0
(56) Tramway builder or repairer (as defined)	7 6 6	7 0 0	6 17 0
(57) Tramway builder or repairer (man in charge of)	7 17 0	7 10 6	7 7 6
(58) Trucker—Timber or log, on haulage by winch on tramline	7 12 6	7 6 0	7 3 0
(59) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	7 15 6	7 9 0	7 6 0
(60) Water dogman (as defined)	7 14 0	7 7 6	7 4 6
(61) Wood turner, using hand tools	8 11 6	8 5 0	8 2 0
(62) Crane drivers—			
Lofty cranes (as defined)	8 14 0	8 7 6	8 4 6
(63) All others	6 11 6	6 5 0	6 2 0

Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid:—

(a) Leading hand having under his supervision two to six employees	6s. per week
(b) Leading hand having under his supervision over six employees	12s. per week
(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom	6d. per hour

(b) Adult Male Employees engaged in the manufacture of plywood and veneers.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Casein or adhesive solution mixer	7 6 6	7 0 0	6 17 0
(2) Where he is required to mix, test, control, and check in operation and is responsible for its proper use	8 11 6	8 5 0	8 2 0
(3) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres	7 16 6	7 10 0	7 7 0
Centre feeder and/or core feeder and/or corelayer and/or assistants in glue spreading	7 6 6	7 0 0	6 17 0

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Glippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(5) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification	8 11 6	8 5 0	8 2 0
(6) Veneer joiners and/or repairers where the work is done by hand—			
With one year's experience	7 16 6	7 10 0	7 7 0
With less than one year's experience	7 6 6	7 0 0	6 17 0
(7) Tapeless veneer joining machine—			
With less than one year's experience	7 6 6	7 0 0	6 17 0
With more than one year's experience	7 16 6	7 10 0	7 7 0
(8) Operator of veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification	8 11 6	8 5 0	8 2 0
(9) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	7 16 6	7 10 0	7 7 0
(10) Operator on power operated veneer edge truing or trimming machine (saw cutter, block, or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	7 6 6	7 0 0	6 17 0
(11) Assembling veneers with film glue	7 6 6	7 0 0	6 17 0
(12) Plywood and veneer grader, grading into three or more classes	7 6 6	7 0 0	6 17 0
(13) Pneumatic, vacuum, or autoclave press operators	7 16 6	7 10 0	7 7 0
(14) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures	8 11 6	8 5 0	8 2 0
(15) Operator of hot press who is not required to calculate areas and pressures and control temperatures	7 16 6	7 10 0	7 7 0
(16) Press operators not elsewhere specified	7 6 6	7 0 0	6 17 0
(17) Assistants to above presses	7 6 6	7 0 0	6 17 0
(18) Rotary veneer peeling lathe or slicing veneer machine operator who sharpens knives and/or sets up his machine	8 11 6	8 5 0	8 2 0
(19) Operator only	7 16 6	7 10 0	7 7 0
(20) Assistant to lathe or slicer operator	7 6 6	7 0 0	6 17 0
(21) Plywood scarfing machines—			
(i) Plywood scarfing machine where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	8 11 6	8 5 0	8 2 0
(ii) Plywood scarfing machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	7 16 6	7 10 0	7 7 0
(iii) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	7 6 6	7 0 0	6 17 0
(22) Man in charge of veneer kiln, drier, or re-drier (plate, roller, or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents test and control	8 11 6	8 5 0	8 2 0
(23) Veneer kiln, drier, or re-drier operator who operates a drying kiln, drier, or re-drier or who may be required to make temperature readings and records thereof	7 16 6	7 10 0	7 7 0
(24) Assistant	7 6 6	7 0 0	6 17 0
(25) Immunitising plant operator who is required to control temperature, preservative contents in solution and analyse treated timbers and/or veneer samples	8 11 6	8 5 0	8 2 0
(26) Operator	7 6 6	7 0 0	6 17 0
(27) Veneer clipping operates in conjunction with rotary peeling lathe or slicing machine	7 16 6	7 10 0	7 7 0
(28) Assistant on machine	7 6 6	7 0 0	6 17 0
(29) Operator of log de-barking machine	7 16 6	7 10 0	7 7 0
(30) Taping machinist—			
With less than one year's experience	7 6 6	7 0 0	6 17 0
With more than one year's experience	7 16 6	7 10 0	7 7 0
(31) Operator of plywood trimming machine using parallel saws	7 6 6	7 0 0	6 17 0
(32) Band sawyer using band saw up to 36-in. capacity—rough cutting and trimming veneer	7 16 6	7 10 0	7 7 0
(33) Belt sander in sanding of plywood faced with fancy sliced veneer	7 16 6	7 10 0	7 7 0
(34) Belt sander in sanding of plywood faced with rotary peel veneer	7 6 6	7 0 0	6 17 0
(35) Edge glueing veneer by hand or roller for tapeless veneer joining machine	7 6 6	7 0 0	6 17 0
(36) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber, or plywood	7 16 6	7 10 0	7 7 0
(37) Veneer splicing machine	7 6 6	7 0 0	6 17 0
(38) Guillotine operator, not elsewhere included	7 6 6	7 0 0	6 17 0
Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.			
(39) All others	6 11 6	6 5 0	6 2 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(i) Group 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing	} 8 11 6	} 8 5 0	} 8 2 0
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing			
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) Group 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists	} 8 1 6	} 7 15 0	} 7 12 0
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping			
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, sand belt machinists, buffing, stamping machinists, and bench hands			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) Group 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining	} 7 11 6	} 7 5 0	} 7 2 0
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing			
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, tapering, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) Group 4—Miscellaneous.			
Classification—			
(a) Saw doctor	9 9 6	9 3 0	9 0 0
(b) Saw sharpener	8 2 6	7 16 0	7 13 0
(c) Storeman and/or packer	7 5 0	6 18 6	6 15 6
(d) Orderman and/or tallyman	7 17 0	7 10 6	7 7 6
(e) Kiln operator	8 0 0	7 13 6	7 10 6
(f) Leading hand .. 6s. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	7 7 6	7 1 0	6 18 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) Other Classes of Work. The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above			
(vii) Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:— (a) For work referred to in Group 1 for the first twelve months, 10s. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 10s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) Apprentices.

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	22½	..	0 9	29 0	27 6	27 0
Second Year..	30	1 0	1 0	39 6	37 6	37 0
Third Year ..	45	1 6	1 6	59 6	56 6	55 0
Fourth Year	75	2 0	2 3	98 6	93 6	91 0
Fifth Year ..	95	2 0	3 0	124 0	118 0	115 0

(b) Four Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage.		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	26	..	0 9	33 6	31 6	31 0
Second Year..	45	1 0	1 6	59 0	56 0	54 6
Third Year ..	75	2 0	2 3	98 6	93 6	91 0
Fourth Year	95	2 0	3 0	124 0	118 0	115 0

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) Unapprenticed Male Juniors.

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	25	0 6	32 0	30 0	29 6
16 " " ..	35	0 9	44 6	42 6	41 6
17 " " ..	47½	1 0	60 6	57 6	56 0
18 " " ..	60	1 0	76 6	72 6	70 6
19 " " ..	75	2 0	96 0	91 0	89 0
20 " " ..	90	2 0	115 0	109 0	106 6

(c) Females.

The minimum rates of weekly wage to be paid to females shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
17 years of age and under	40	1 0	51 0	48 6	47 6
18 years of age ..	47½	1 3	61 0	58 0	56 6
19 " " ..	55	1 6	70 6	67 0	65 6
20 " " ..	62½	2 0	80 6	76 6	74 6
21 " " and over ..	75	3 0	97 0	92 0	90 0

(iii) The needs basic wage referred to in this clause shall be the contemporaneous needs basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of the 6d. in the result not exceeding 3d. to be disregarded.

RATES FOR MALE JUNIORS AND FEMALES EMPLOYED IN THE MAKING OF SPORTING GOODS.

Rates for Juniors (Male).

4. (a) The minimum rates of wages for junior male employees shall be as follows:—

Age.	Percentage of Total Basic Wage.	Total Wage.
		s. d.
Under 16 years	35	43 6
At 16 years	45	56 0
At 16½ years	54	67 6
At 17 years	63	78 6
At 17½ years	70	87 6
At 18 years	80	100 0
At 19 years	85	106 0
At 20 years	90	112 6
At 21 years	100	125 0

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage adjusted and such adjustment shall be to the nearest 6d.

Rates for Females.

(b) The minimum rates of wages for female employees shall be as follows :—

Age.	Percentage of Total Basic Wage for Adult Males.	Total Wage.
	%	<i>s. d.</i>
Under 16 years	35	43 6
At 16 years	45	56 0
At 16½ years	50	62 6
At 17 years	55	68 6
At 17½ years	60	75 0
At 18 years	66	82 6
At 19 years	70	87 6
At 20 years and thereafter	75	93 6

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

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