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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  
13th day of May, 1949.

RAY. H. BEERS,  
Secretary for Labour.

### COUNTRY PRINTERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 71 of 7th February, 1949, shall be replaced by the following clause:—

2. TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine) .. .. .	9 2 0	8 19 0
A2	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	8 11 6 8 15 0 9 2 0	8 8 6 8 12 0 8 19 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid .. .. .	9 2 0	8 19 0
A4	Proof reader and/or reviser— (a) In newspaper and commercial printing offices .. .. . (b) Commercial printing only .. .. .	8 15 0 8 15 0	8 12 0 8 12 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine .. .. .		
A6	Hand compositor .. .. .		
A7	Sluggar .. .. .		
A8	Bulk hand .. .. .		
A9	Stonehand .. .. .	8 11 6	8 8 6
A10	Electrotypist .. .. .		
A11	Stereotypist .. .. .		
A12	Letterpress Machinist .. .. .		
A13	Machinist working a flat-bed machine printing from a reel .. .. .		
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman .. .. .	8 11 6	8 8 6
A15	Stone and/or plate preparer .. .. .	7 3 0	7 0 0
A16	Ink grinder and/or varnisher .. .. .	6 18 0	6 15 0
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate) .. .. .	8 11 6	8 8 6
A18	Marbler .. .. .	8 11 6	8 8 6
A19	Hand Indexer .. .. .	8 11 6	..
A20	Finisher .. .. .	8 11 6	..
A21	Pocket-book maker .. .. .	8 11 6	..
A22	Loose-sheet cover maker .. .. .	8 11 6	..
A23	Ticket maker, turned in work .. .. .	8 11 6	..
A24	Blotting-pad maker .. .. .	8 11 6	..
A25	Portfolio maker .. .. .	8 11 6	..
A26	Map and plan moulder and/or varnisher .. .. .	8 11 6	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine .. .. .	8 11 6	8 8 6
A28	Guillotine machine operator .. .. .		
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular .. .. .	9 2 0	8 19 0
A30	Feeder of any kind of machine .. .. .	6 17 0	..
A31	Storeman, packer and/or despatcher .. .. .	7 3 0	..
A32	Male employee not otherwise specified .. .. .	6 11 0	6 8 0

\* See Clause 3 for definition of grades.

**Adult Females.**  
**TABLE B.**

		Per week.	
		£	s. d.
B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine .. .. .	4	6 0
B2	Female employee not otherwise specified .. .. .	3	10 0
<i>Female Supervisors.</i>			
		Per week.	
		£	s. d.
B3	Female employee in charge of or who supervises, directs, or is responsible for the work of—		
	(a) Up to 8 employees .. .. .	4	8 0
	(b) From 9 to 15 employees (both inclusive) .. .. .	4	17 0
	(c) Over 15 employees .. .. .	5	3 0

**TABLE C.**  
**Male Juniors in all Sections.**

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
			s. d.	s. d.	£ s. d.
C1	Under 15 years of age .. .. .	22	0 6	2 6	1 9 0
C2	Between 15 and 16 years of age .. .. .	28	0 6	2 6	1 16 0
C3	Between 16 and 17 years of age .. .. .	35	1 0	4 6	2 7 0
C4	Between 17 and 18 years of age .. .. .	48	1 0	4 6	3 2 0
C5	Between 18 and 19 years of age .. .. .	60	1 6	6 6	3 19 0
C6	Between 19 and 20 years of age .. .. .	72	2 0	8 6	4 15 6
C7	Between 20 and 21 years of age .. .. .	85	2 0	10 6	5 13 0

**TABLE D.**  
**Apprentices.**

Where the work is performed by a male apprentice:—

		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
			s. d.	s. d.	£ s. d.
D1	First year .. .. .	22	0 6	3 0	1 9 6
D2	Second year .. .. .	28	0 6	6 6	2 0 0
D3	Third year .. .. .	35	1 0	9 6	2 12 0
D4	Fourth year .. .. .	48	1 0	12 6	3 10 0
D5	Fifth year .. .. .	60	1 6	16 0	4 8 6
D6	Sixth year .. .. .	85	2 0	19 0	6 1 6

Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

**TABLE E.**  
**Female Juniors in all Sections.**

Where the work is performed by a female employee under the age of 21 years:—

		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
			s. d.	s. d.	£ s. d.
E1	First year's experience .. .. .	22	0 6	2 6	1 9 0
E2	Second year's experience .. .. .	26	0 6	4 6	1 15 6
E3	Third year's experience .. .. .	32	1 0	6 6	2 5 6
E4	Fourth year's experience .. .. .	38	1 0	8 6	2 14 0
E5	Fifth year's experience .. .. .	50	1 6	10 6	3 11 0
E6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.				

In the above provisions E1 to E6 "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses, other than clause 2, of the said Determination shall remain in force except that in clause 1 of Schedule "A" the words "a pieceworker shall be paid 52s. if a day worker, or 55s. if a night worker, for each full week worked" shall be altered to read "a pieceworker shall be paid 62s. if a day worker, or 65s. if a night worker, for each full week worked".