VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 646] THURSDAY, AUGUST 18 [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 August, 1949.

Dated at Melbourne, this 16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

2. *Wages per Week of 40 Hours.*

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

No. 646.—7416/49.—PRICE 3D.

Wages per Week of 40 Hours.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Toolsmith	9 4 6	9 11 0	9 1 6
Wet stone grinder and glazier (tradesman) ..	9 0 0	9 6 6	8 17 0
Welder—1st class (other than when using Cutler machine)	9 4 6	9 11 0	9 1 6
Welder—1st class (using Cutler machine) ..	8 7 0	8 13 6	8 4 0
Welder—2nd class	7 16 0	8 2 6	7 13 0
Welder—3rd class	7 12 0	7 18 6	7 9 0
Welder—tack	7 14 0	8 0 6	7 11 0
Jobbing moulder and/or coremaker	9 0 0	9 6 6	8 17 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	7 16 0	8 2 6	7 13 0
2nd six months' experience	7 19 0	8 5 6	7 16 0
3rd six months' experience	8 2 0	8 8 6	7 19 0
Thereafter	8 7 0	8 13 6	8 4 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry ..	6 17 0	7 3 6	6 14 0
Employee not elsewhere classified	6 11 0	6 17 6	6 8 0
(*b*) *Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.*			
Adding, calculating and book-keeping machine mechanic	9 1 6	9 8 0	8 18 6
Cash register mechanic	9 1 6	9 8 0	8 18 6
Tradesman	9 0 0	9 6 6	8 17 0
First-class mechanic	8 10 6	8 17 0	8 7 6
Second-class mechanic	8 7 0	8 13 6	8 4 0
Process worker	7 10 0	7 16 6	7 7 0
Other employees with not less than three months' experience in the metal trades industry ..	6 17 0	7 3 6	6 14 0
Employee not elsewhere classified	6 11 0	6 17 6	6 8 0

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

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

Contract of Apprenticeship.

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

(i) the names of the parties;

(ii) the date of birth of the apprentice;

(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;

(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;

(v) the date at which the apprenticeship is to commence or from which it is to be calculated;

(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

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

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged

(iii) if, in the opinion of the Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

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

Proportion.

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

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

In the trades of—

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

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

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

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

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

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

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

Period of Apprenticeship.

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—						
1st year	25	0 0	0 9	1 11 0	1 13 0	1 10 6
2nd year	33	1 0	1 0	2 2 6	2 4 6	2 1 6
3rd year	50	1 6	1 6	3 4 0	3 7 0	3 2 6
4th year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
5th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 0
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year	29	0 0	0 9	1 16 0	1 18 0	1 15 6
2nd year	50	1 0	1 6	3 3 6	3 6 6	3 2 0
3rd year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
4th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 0

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

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

IMPROVERS.

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

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	25	0 0	0 9	1 11 0	1 13 0	1 10 6
2nd year	33	1 0	1 0	2 2 6	2 4 6	2 1 6
3rd year	50	1 6	1 6	3 4 0	3 7 0	3 2 6
4th year	83	2 0	2 3	5 5 6	5 11 0	5 3 0
5th year	100 plus 6s.	2 0	3 0	6 13 0	6 19 6	6 10 0

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

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

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
				I.—Adult Females.			
Under three months' experience	65	3 0	6 0	..	4 8 6	4 12 6	4 6 6
All others ..	75	3 0	7 0	..	5 1 6	5 6 6	4 19 0
				II.—Junior Females.			
17 years of age and under.. ..	40	1 0	3 6	..	2 13 6	2 16 0	2 12 0
18 years of age ..	47½	1 3	4 0	..	3 3 0	3 6 6	3 2 0
19 years of age ..	55	1 6	4 6	..	3 13 0	3 16 6	3 11 6
20 years of age ..	62½	2 0	5 0	..	4 3 0	4 7 6	4 1 6
				III.—Junior Males.			
Under 16 years of age	25	0 6	2 0	..	1 13 0	1 14 6	1 12 0
16 years of age ..	35	0 9	3 0	..	2 6 6	2 8 6	2 5 6
17 years of age ..	47½	1 0	4 0	..	3 3 0	3 6 0	3 1 6
18 years of age ..	60	1 0	5 0	..	3 19 0	4 3 0	3 17 6
19 years of age ..	75	2 0	6 0	..	4 19 6	5 4 6	4 17 0
20 years of age ..	90	2 0	7 0	..	5 19 0	6 4 6	5 16 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

				IV.—Junior Males (Foundries).			
Under 16 years of age	25	0 6	2 0	1 0	1 14 0	1 15 6	1 13 0
16 years of age ..	33	0 9	2 6	1 9	2 5 6	2 7 6	2 4 6
17 years of age ..	60	1 0	5 0	3 0	4 2 0	4 6 0	4 0 6
18 years of age ..	75	2 0	6 0	4 0	5 3 6	5 8 6	5 1 0
19 years of age and over	90	2 6	7 0	4 6	6 4 0	6 9 6	6 1 0

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

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

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

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

Prohibited Occupations.

(*d*) Junior employees shall not be employed:—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

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

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 647] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clause 2 of Part I and clauses 22, 23 and 24 of Part II of the Determination published in *Government Gazette* No. 326 of the 17th July, 1947, shall be replaced by the following clauses:—

PART I.—Theatrical or Other Entertainments.

(Other than Radio Entertainments.)

Rates of Pay.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both shall subject to reduction under clause 12 of this Determination be as set out hereunder.

—	Engaged by the Week.	Not on Tour. Per Week. £ s. d.	On Tour. Per Week. £ s. d.
(i)	Actor	7 17 0	8 14 6
(ii)	Actress	7 3 6	8 1 0
(iii)	Male engaged in the chorus or ballet	7 7 0	8 4 6
(iv)	Female engaged in the chorus or ballet	6 13 0	7 10 6
(v)	Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s.		
(vi)	Juvenile Rates—		
(a)	*Males.*	Not on Tour. Per Week. £ s. d.	On Tour. Per Week. £ s. d
	Under 14 years of age and not within sub-clause (c) hereof	1 12 6	2 2 6
	14 years of age and under 16 years of age	2 7 6	2 17 6
	16 years of age and under 18 years of age	3 15 0	4 7 6
	18 years of age and under 21 years of age	4 10 0	5 5 0
(b)	*Females.*		
	Under 14 years of age and not within sub-clause (c) hereof	1 12 6	2 2 6
	14 years of age and under 16 years of age	2 7 6	2 17 6
	16 years of age and under 18 years of age	3 10 0	4 2 6
	18 years and under 20 years of age	4 5 0	5 0 0

(c) Children under 14 years of age who are engaged in pantomime who do not appear in the night performances shall be paid £1 per week and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children will be supplied by the employers; if the employer makes the costume it shall remain the employer's property but otherwise it shall be the property of the child.

(vii) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.

(viii) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional 5s. per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne 10s. per week shall be paid for that part instead of or in addition to the 5s. as the case may be.

(ix) A person who is attending rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid one half of the rates mentioned in sub-clause (a) (i), (ii), (iii), (iv) and (vi) (plus the full on tour allowance where applicable) for any week in which the number of hours worked at such rehearsals does not exceed 24 and full rates for any week in which such number of hours is 24 or more but if such period exceeds four weeks full rates shall be paid for each week in excess of four.

—	Engaged Casually.	—
		Per Day. £ s. d.
(a)	Actors and Actresses	1 5 0
	Chorus and ballet male and female	1 0 0
	Juveniles, Male and Female.	
	14 years and under 16 years of age	0 8 0
	16 years and under 18 years of age	0 12 0
	18 years and under 21 years of age	0 17 0

The above rates include one rehearsal of one hour if required. For any number of performances above one on any one day for the same employer a further quarter of the above rates shall be paid for the second performance and full rate for each performance above two. If the employee be engaged by more than one employer on any one day the above full rates shall be paid by each employer. Performances at different places on the same day for the same employer shall not be deemed to be employment by different persons.

Supernumeraries.	Per Day. £ s. d.
For attending a rehearsal and performance in one day	0 16 0
For attending two performances in one day	0 15 0
For attending a rehearsal only in one day	0 8 0
For attending a performance only in one day	0 7 0

(b) An employee who lives in and is under casual engagement to perform any work at any place outside the metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the railway authorities therefor.

The employer shall provide reasonable accommodation at an hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d.

Should the total time of the outward and return journey of a casual employee travelling to and from employment outside the metropolitan area exceed 24 hours such employee shall be paid one half of the abovementioned rates for each period of 24 hours or part thereof in such excess in addition to the provision of lodging.

(c) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning or end of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked;

Provided that such employees whilst travelling on ship, if the employer provide passage, including bed and board, shall in respect only of each complete calendar day of such travelling be entitled only to one-twelfth of their weekly wage.

(d) Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

PART II.—Radio Entertainments.

Recording.

Casual Employees.

22. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—	£ s. d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1 1 0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0 5 6
Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1 1 0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0 7 6

	£	s.	d.
Musical presentations—*continued.*			
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0	10	6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."			
"Legitimate" or "Straight" presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1	1	0
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	5	6
Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1	1	0
Preliminary rehearsals in which no recording is done per hour or part thereof	0	10	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0	5	0

Weekly Employees.

(*b*) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid	9	10	0
For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.			

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

	£	s.	d.
23. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid	1	1	0
If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of	0	10	6

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

24. (*a*) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows :—

	£	s.	d.
Musical presentations—			
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast	1	1	0
Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour of part thereof	0	5	6
Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1	1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.)	0	7	6
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of	0	10	6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.			
"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance ..	1	1	0
Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof	0	5	6
Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with minimum per call of ..	1	1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof	0	10	6
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus ..			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof	0	5	0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

	£ s. d.
These employees whether actors, actresses, or radio artists, shall for a week's work be paid	9 10 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 10 6

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses, other than clause 2 of Part I and clauses 22, 23 and 24 of Part II, of the said Determination shall remain in force.

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

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.

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

No. 648] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 23 and 37 of the Determination published in *Government Gazette* No. 918 of the 13th September, 1948, shall be replaced by the following clauses:—

HOTELS.

2. APPRENTICES AND IMPROVERS.

—	Wages (see below for Deductions where Board or Lodging is Provided).				—
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		PROPORTION (IN ANY PLACE).
	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.
Improvers employed in the bar—					
18 years of age or under ..	90 6	..	90 6	..	*Apprentices.*
19 years of age	99 6	..	99 6	..	
20 years of age	117 6	..	117 6	..	
Apprentices and all other Improvers—					One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age or under ..	59 0	84 9	51 0	81 0	
17 years of age	70 0	84 9	62 0	81 0	
18 years of age	79 0	84 9	69 6	81 0	*Improvers.*
19 years of age	91 0	84 9	79 6	81 0	
20 years of age	111 0	84 9	98 6	81 0	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.
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—		Deductions per week.			
Board of three meals on each day	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

No. 648.—7422/49.—PRICE 3D.

HOTELS—*continued.*

OTHER EMPLOYEES.

—	Wages (see below for Deductions where Board or Lodging is Provided). Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura. Males. Per Week of 40 Hours.	Females. Per Week of 40 Hours.	In all other parts of Victoria. Males. Per Week of 40 Hours.	Females. Per Week of 40 Hours.
PART I.	s. d.	s. d.	s. d.	s. d.
Barman	158 0	..	155 0	..
Cellarman	170 0	..	167 0	..
Assistant Cellarman	158 0	..	155 0	..
Barmaids	..	158 0	..	155 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	198 0	146 3	195 0	144 6
Five, six, or seven	188 0	136 3	185 0	134 6
Three or four	170 0	118 3	167 0	116 6
Other first cooks, or cook employed alone	164 0	112 3	161 0	110 6
Second cook where number of persons employed in kitchen is—				
Eight or more	180 6	128 9	177 6	127 0
Five, six, or seven	170 6	118 9	167 6	117 0
Other second cooks	158 0	110 3	155 0	108 6
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	180 6	128 9	177 6	127 0
Five, six, or seven	170 6	118 9	167 6	117 0
Other night or relieving cooks	158 0	106 3	155 0	104 6
Larder cook	161 0	109 3	158 0	107 6
Pastrycook	164 0	112 3	161 0	110 6
Stove, grill, fish, third or breakfast cook	158 0	106 3	155 0	104 6
Vegetable or assistant cook	155 0	103 3	152 0	101 6
Oysterman	148 0	..	145 0	..
Pantryman or kitchenman	148 0	..	145 0	..
Storeman	155 0	..	152 0	..
Head waiter	158 0	..	155 0	..
Other waiters	148 0	..	145 0	..
Night porter	148 0	..	145 0	..
Day porter	148 0	..	145 0	..
Billiard-room attendant	148 0	..	145 0	..
Commissionaire or messenger	148 0	90 3	145 0	88 6
Housekeeper, stewardess, or manageress	..	106 3	..	104 6
Laundress	..	94 3	..	92 6
Head waitress	..	96 3	..	94 6
Other waitresses	..	90 3	..	88 6
Pantrymaid or kitchenmaid	..	90 3	..	88 6
Housemaid	..	90 3	..	88 6
Persons not otherwise provided for	148 0	90 3	145 0	88 6
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	Per week of 20 hours 56 6	..	Per week of 20 hours 55 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

CLUBS.

23. APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours. Males. Ordinary Wage.	War Loading.	Total Wage.	Females. Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	39 0	1 0	40 0	39 0	1 0	40 0
16 years of age	52 6	1 6	54 0	41 6	1 0	42 6
17 ,,	61 0	1 6	62 6	48 0	1 3	49 3
18 ,,	69 0	1 9	70 9	51 0	1 6	52 6
19 ,,	84 0	2 3	86 3	55 6	1 6	57 0
20 ,,	108 6	3 0	111 6	62 6	1 9	64 3

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

—	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	154 0	..	154 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	194 0	144 3	194 0	144 3
Five, six, or seven	184 0	134 3	184 0	134 3
Three or four	166 0	116 3	166 0	116 3
Other first cooks or cook employed alone	160 0	110 3	158 3	110 3
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	176 6	126 9	176 6	126 9
Five, six, or seven	166 6	116 9	166 6	116 9
Less than five	154 0	104 3	152 6	104 3
Larder cook	157 0	107 3	156 6	107 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	156 0	105 3	155 6	105 3
Third, stove, grill, fish, or breakfast cook	154 0	104 3	152 6	104 3
Vegetable or assistant cook	151 0	101 3	151 0	101 3
Oysterman	144 0	..	143 6	..
Pantryman or kitchenman	144 0	..	142 6	..
Storeman	151 0	..	151 0	..
Head waiter	154 0	..	154 0	..
Other waiters	144 0	..	142 6	..
Night porter	144 0	..	142 6	..
Day porter	144 0	..	142 6	..
Billiard-room attendant	144 0	..	142 6	..
Commissionaire or messenger	144 0	..	142 6	..
Housekeeper, stewardess, or manageress	..	99 3	..	99 3
Laundress	..	89 3	..	89 3
Head waitress or supervisor	..	89 3	..	89 3
Other waitresses	..	85 3	..	85 3
Pantrymaid or kitchenmaid	..	85 3	..	85 3
Counterhand	..	85 3	..	85 3
Housemaid	..	85 3	..	85 3
Linen maid or seamstress	..	89 9	..	89 9
Persons not otherwise provided for	144 0	85 3	142 6	85 3
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	54 9	..	54 9

NOTE.—*War Loading*—For convenience War Loadings as follows:—

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. „
Other females	2s. 6d. „

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (*b*) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

(i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;

(ii) boards the employee and provides three meals per day, where substantial meals are not provided 9s. 0d. per week less;

(iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 0d. per week less; or

(iv) boards and lodges the employee, 21s. 0d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

37. (a) APPRENTICES OR IMPROVERS.

	Wages per week of 40 hours.											
	Males.						Females.					
	Ordinary Wage.		War Loading.		Total Wage.		Ordinary Wage.		War Loading.		Total Wage.	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Under 16 years of age	39	0	1	0	40	0	39	0	1	0	40	0
16 years of age ..	52	6	1	6	54	0	41	6	1	0	42	6
17 ,, ..	61	0	1	6	62	6	48	0	1	3	49	3
18 ,, ..	69	0	1	9	70	9	51	0	1	6	52	6
19 ,, ..	84	0	2	3	86	3	55	6	1	6	57	0
20 ,, ..	108	6	3	0	111	6	62	6	1	9	64	3

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

(b) ADULTS.

Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

—	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, or assistant cellarman (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination	..	..	..	..
Barmaids (employed in or in connexion with wine saloons) shall be subject to the conditions provided by Clauses 3 to 22 inclusive in the Hotels Section of this Determination	..	158 0	..	155 0
Deductions from barmaids' rates when the employee is supplied by the employer with board or lodgings as follows—		Deductions	per week.	
Board of three meals on each day	..	13 5	..	12 3
Board of three meals on each day other than on the employee's weekly day off	..	11 6	..	11 6
Lodging	..	4 9	..	4 9

OTHER EMPLOYEES.

—	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	191 0	144 3	191 0	144 3
Five, six, or seven	181 0	134 3	181 0	134 3
Three or four	163 0	116 3	163 0	116 3
Other first cooks or cook employed alone ..	157 0	110 3	155 3	110 3
Second cook where the number of persons employed in the kitchen is—				
Eight or more	173 6	126 9	173 6	126 9
Five, six, or seven	163 6	116 9	163 6	116 9
Other second cooks	151 0	104 3	149 6	104 3
Night or relieving cook	151 0	104 3	149 6	104 3
Larder cook	154 0	107 3	153 6	107 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	153 0	105 3	152 6	105 3
Third, stove, grill, fish, or breakfast cook ..	151 0	104 3	149 6	104 3
Vegetable or assistant cook	148 0	101 3	148 0	101 3
Oysterman	141 0	..	140 6	..
Pantryman or kitchenman	141 0	..	139 6	..
Storeman or storewoman	148 0	89 3	148 0	89 3
Head waiter	151 0	..	151 0	..
Other waiters	141 0	..	139 6	..
Night porter	141 0	..	139 6	..
Day porter	141 0	..	139 6	..
Billiard-room attendant	141 0	..	139 6	..
Commissionaire or messenger	141 0	..	139 6	..
Housekeeper or stewardess	..	99 3	..	99 3
Laundress	..	89 3	..	89 3
Head waitress or supervisor	..	89 3	..	89 3
Other waitresses	..	85 3	..	85 3
Pantrymaid or kitchenmaid	..	85 3	..	85 3
Fruit juice, flavour, or soda fountain hand ..	..	88 3	..	88 3
Counterhand (other than a soda fountain hand as defined)	..	85 3	..	85 3
Housemaid	..	85 3	..	85 3
Linen maid or seamstress	..	89 9	..	89 9

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS—*continued.*

OTHER EMPLOYEES—*continued.*

—	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	*s. d.*	*s. d.*	*s. d.*
Persons not otherwise provided for	141 0	85 3 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	139 6	85 3 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	54 9	..	54 9

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids	1s. 6d. „
Other females	2s. 6d. „

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (*b*) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

(i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
(ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
(iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
(iv) boards and lodges the employee, 21s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses, other than clauses 2, 23 and 37, of the said Determination shall remain in force.

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 649] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

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

TRAINEES IN OR ABOUT A BABIES' HOME.

2. *Wages** (see Footnote).

	£	s.	d.
First year	2	12	6
Second year	2	17	6

APPRENTICES OR IMPROVERS.

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

WAGES PER WEEK (See Footnote).*

Employed at Clerical Work.

—	Males.	Females.
	s. d.	s. d.
Under 16 years of age	60 3	51 6
16 years of age	66 9	58 0
17 " "	73 9	65 0
18 " "	80 6	71 9
19 " "	98 0	81 3
20 " "	121 0	92 3

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

No. 649.—7506/49 —PRICE 3D.

All Other Classes of Work.

Males.	—	Females. —	Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooroopna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.		s. d.	s. d.
Under 16 years of age	73 3	†First year's experience ..	74 0	72 6
16 years of age	79 9	Second year's experience..	82 6	81 0
17 " "	88 3	Third year's experience ..	91 0	89 6
18 " "	97 0			
19 " "	107 6			
20 " "	123 0			

And thereafter the adult female rate.

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

(ii) Apprentices.—

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

(a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.

(b) During the currency of the indentures the apprentice shall attend evening classes at the said school in order to complete the prescribed course of training.

(c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.

(d) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be :—

(i) The Emily McPherson College of Domestic Economy, Melbourne, and
(ii) The Gordon Institute of Technology, Geelong.

(e) The wages of apprentices shall be :—

	Per Week.* (See Footnote) £	s.	d.
First year	3	4	0
Second year	4	0	3
Third year	5	3	9

(f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.

(g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 145s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 145s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three female workers receiving not less than 108s. 9d. per week.	One female improver to every six or fraction of six female workers receiving not less than 108s. 9d. per week.

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

WAGES.

OTHER EMPLOYEES.

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

Males. WAGES.* (See footnote.)	Per Week s.	d.
Clerks	155	6
Cooks—First	162	6
Other cooks	155	6
Person in charge of instrument room and/or sharpening and adjusting instruments	177	0
Dresser, chief, where five or more dressers are employed	179	0
Deputy chief dresser, where five or more dressers are employed	174	6
Dressers doing venereal diseases work	173	0
Other dressers and/or steriliser room attendant—		
1st year's experience as such..	153	0
2nd year's experience as such	158	0
Thereafter	163	0
Chief theatre attendant	173	0

Females. WAGES.* (See footnote.)	Per Week s.	d.
Clerks	118	3
Cook; where there is only one employed	123	3
Cooks in charge of—		
One to three kitchen employees	123	3
Four to seven kitchen employees	130	9
Eight or more kitchen employees	140	9
Second cooks	120	9
Other cooks	118	3
Head housemaids	113	3
Housekeepers	128	3
Head laundresses in charge of—		
One to three persons	120	9
Four or more persons	125	9
Second laundresses	115	9

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

Males—continued.

WAGES. *(See footnote)—*continued.*	Per Week s.	d.
Foreman in charge of—		
One to nine employees	155	6
Ten or more employees	163	0
Assistant foreman	153	0
Gardeners in charge of one or more gardeners or where there is only one employed	152	6
Other gardeners	150	0
Incinerator attendants	150	0
Kitchenmen or scullerymen	150	0
Laboratory assistants	158	6
Laundrymen	153	0
Mortuary-men employed solely on post-mortem work	168	0
Other mortuary-men	153	0
And 10s. extra for each post-mortem.		
Motor or motor ambulance drivers or assistants	157	6
Operating theatre attendants	153	0
Casualty porters engaged on preparations and theatre work	153	0
Dispensary porter who assists in the preparation of stock formulae	158	0
Other dispensary porters	153	0
Relieving porters	152	6
X-ray porters	150	0
Night porters who in the course of their duties patrol the hospital	153	6
Other night porters	150	0
Recording attendants	155	6
Splint makers	163	0
Splint makers' assistants	153	0
Storemen in charge of one or more storemen or where there is only one employed	155	6
Other storemen	150	0
Telephone attendants	153	0
Ward cleaners handling sputum mugs	163	0
Other ward cleaners	150	0
X-ray attendants	158	0
X-ray technicians—		
1st year's experience as such	150	6
2nd year's experience as such	165	6
Thereafter	175	6
First-aid attendant employed in connexion with an *industrial or commercial undertaking—*		
1st year's experience	153	0
2nd year's experience	158	0
Thereafter	163	0
Male attendant or medical orderly other than a first-aid attendant employed in connexion with an industrial or commercial undertaking, employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	155	0
All others—		
1st year of service	145	0
Thereafter	150	0

Provided that an adult male employee who was engaged prior to the 29th March, 1948, shall be paid not less than 150s. per week.

Females—continued.

WAGES. *(See footnote)—*continued.*	Per Week s.	d.
Laundresses *where only one employed*	115	9
Other laundresses—		
1st year's experience as such	108	9
2nd year's experience as such	109	9
Thereafter	110	9
Sorters	115	9
Washing machine hands	123	9
Storekeeper in charge of one or more store hands or where there is only one employed	118	3
Storekeeper's assistants—		
1st year's experience as such	108	9
2nd year's experience as such	109	9
Thereafter	110	9
Stenographers and/or typistes—		
1st year's experience as such	118	3
2nd year's experience as such	120	9
Thereafter	123	3
Telephonists	125	9
Waitresses—		
1st year's experience as such	108	9
2nd year's experience as such	109	9
Thereafter	110	9
Wardsmaids—		
1st year's experience as such	108	9
2nd year's experience as such	109	9
Thereafter	110	9
Registered X-ray technicians—		
1st year's experience as such	138	3
2nd year's experience as such	143	3
Thereafter	148	3
Laboratory assistants	123	9
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—		
(i) In charge of a ward	120	9
(ii) Other than in charge of a ward—		
1st year's experience	113	9
2nd year's experience	114	9
Thereafter	115	9
Seamstresses who cut out and fit garments	122	9
Other seamstresses—		
1st year's experience as such	110	9
2nd year's experience as such	111	9
Thereafter	112	9
All others—		
1st year's experience as such	108	9
2nd year's experience as such	109	9
Thereafter	110	9

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

(*b*) Employed in any other part of Victoria.

Males.

WAGES.* (See footnote.)	Per Week. s.	d.
Cooks—First	162	6
Other Cooks	155	6
Motor or motor ambulance drivers or assistants	157	6
First-aid attendant employed in connexion with an industrial or commercial undertaking—		
1st year's experience	153	0
2nd year's experience	158	0
Thereafter	163	0
Male attendant other than a first-aid attendant employed in connexion with an industrial or commercial undertaking, employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	155	0
All others :—		
1st year of service	145	0
Thereafter	150	0

Provided that an adult male employee who was engaged prior to the 29th March, 1948, shall be paid not less than 150s. per week.

Females.

WAGES.* (See footnote.)	Per Week. s.	d.
Clerks	113	9
Cooks—		
First—or where there is only one employed	123	3
Second	118	3
Head laundress ; or where there is only one employed	115	9
Other laundresses	110	9
Stenographers and/or typistes	118	9
Telephonists	113	9
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—		
(i) In charge of a ward	120	9
(ii) Other than in charge of a ward—		
1st year's experience	113	9
2nd year's experience	114	9
Thereafter	115	9
All others—		
1st year's experience	108	9
2nd year's experience	109	9
3rd year's experience	110	9

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

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

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 650] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 68 of the 7th February, 1949, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Stamper who puts in die and makes force	175	6
Repairer	175	6
Maker-up	175	6
Spinner, 1st class	169	0
Spinner (other)	154	0
Die setter	154	0
Drop hammer stamper (other than one who puts in die and makes force)	152	0
Press operator (heavy)	152	0
Press operator (light)	150	0
Pickler	151	0
Hand blanker	150	0
Other employees with not less than three months' experience in the metal trades industry	137	0
All others	131	0

Leading Hands.

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

No. 650.—7520/49.—Price 3d.

APPRENTICESHIP.

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

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 Indentures.

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

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

Any covenant in an indenture inconsistent with the 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.

Proportion.

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

(i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
(ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 131s. per week.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

(*i*) *Wages per Week of 40 hours.*

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	£ s. d
Four and five-year terms—				
1st year	25	0 0	0 9	1 11 0
2nd year	33	1 0	1 0	2 2 6
3rd year	50	1 6	1 6	3 4 0
4th year	83	2 0	2 3	5 5 6
5th year	100 plus 6s.	2 0	3 0	6 13 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	29	0 0	0 9	1 16 0
2nd year	50	1 0	1 6	3 3 6
3rd year	83	2 0	2 3	5 5 6
4th year	100 plus 6s.	2 0	3 0	6 13 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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

Hours.

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

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows :—

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	s. d.	£ s. d.
I.—Adult Females.					
Under three months' experience ..	65	3 0	6 0	..	4 8 6
All others	75	3 0	7 0	..	5 1 6
II.—Junior Females.					
17 years of age and under	40	1 0	3 6	..	2 13 6
18 years of age	47½	1 3	4 0	..	3 3 0
19 years of age	55	1 6	4 6	..	3 13 0
20 years of age	62½	2 0	5 0	..	4 3 0
III.—Junior Males.					
Under 16 years of age	25	0 6	2 0	..	1 13 0
16 years of age	35	0 9	3 0	..	2 6 6
17 years of age	47½	1 0	4 0	..	3 3 0
18 years of age	60	1 0	5 0	..	3 19 0
19 years of age	75	2 0	6 0	..	4 19 6
20 years of age	90	2 0	7 0	..	5 19 0

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

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

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

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles ; or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 651] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 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.	
	s. d.	s. d.	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
Under 16 years of age	41 6	35 0	
16 years of age	54 3	41 6	
17 " "	67 0	47 9	
18 " "	86 3	60 6	
19 " "	99 0	67 0	
20 " "	111 9	73 6	
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 141s. 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 141s. per week of 40 hours.

No. 651.—7529/49.—PRICE 3D.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 101s. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 101s. 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 101s. 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 101s. 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	7	1	0
2. Sifter and/or drier of compounding ingredients	7	3	0
3. Operator in charge of drying machine	7	5	0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	7	8	0
5. Storeman and packer as defined herein not working in raw materials store	7	5	0
5A. Storeman and packer as defined herein working in raw materials store	7	7	0
6. Wrapper of goods made by wrapped process	7	3	0
7. Operator in charge of lead-covered hose stripping machine	7	5	0
8. Operator in charge of hose-making machine (wrapped process)	7	7	0
9. Helper on hose-making machine (wrapped process)	7	5	0
10. Lead-covering machine helper	7	5	0
11. Operator in charge of lead-covering machine (hose)	7	11	6
11A. Maker of vacuum-cleaner hose	7	7	0
12. Maker of wrapped hose by hand-made process	7	14	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	7	5	0
14. Operator on washing mill and/or grinding waste	7	5	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	7	7	0
16. Operator on cracker mill	7	5	0
17. Operator on mixing mill	7	14	0
18. Reclaimer or employee engaged on acid tank	7	5	0
19. Employee on digestor machine	7	7	0
20. Spreader in charge of machine (not otherwise classified)	7	8	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	7	14	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	7	4	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	7	5	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	7	5	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	7	7	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	9	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	11	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	11	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	14	0
27. Inspector and/or examiner and/or tyre tester	7	7	0
28. Tester with water	7	1	0
28A. Operator employed on hand-skiving machine used in tyre construction	7	3	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	7	3	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	7	0
30. Operator in charge of cotton creels	7	7	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	7	5	0
32. Maker of packing	7	7	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	7	7	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	7	5	0
Second and third year	7	11	6
Thereafter	7	16	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	7	9	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	7	5	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	7	7	0
37A. Operator lasting up leather shoes	7	3	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	7	0

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

—	Wages per Week of 40 Hours. £ s d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	7 11 6
40. Operator on lathe engaged fashioning biased bowls	7 11 6
41. Operator dipping balloons and/or other dipped goods	7 7 0
42. Operator of rubber-thread cutting lathe	7 9 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	7 7 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	7 1 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 11 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 9 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 7 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 14 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 11 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	7 11 6
51. Operator engaged in making and/or moulding solid motor tyres	7 5 0
51A. Operator racking green motor tyres	7 3 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	7 7 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	7 9 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	7 11 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	7 8 0
56. Operator engaged on belt-making machine	7 5 0
57. Operator laying mats, tiles, or rubber flooring	7 14 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	7 14 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	7 7 0
60. Operator re-treading new tyres	7 5 0
61. Maker of air bags with extruded material	7 7 0
62. Maker of air bags (not otherwise classified)	7 14 0
62A. Operator buffing air bags	7 4 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	7 3 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	7 9 0
64. Operator in charge of forcing machine straining rubber	7 5 0
65. Operator in charge of textile cutting machine	7 7 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	7 5 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 16 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 7 0
69. First assistant on calender 48 inches and over	7 11 6
70. First assistant on calender under 48 inches	7 5 0
71. Operator in charge of calender 72 inches and under	8 3 0
72. Operator in charge of calender over 72 inches	8 8 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 12 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 tieing, table hand	7 7 0
75. Storeman in charge of moulds	7 3 0
76. Operator engaged in mould burning	7 3 0
77. Operator engaged on sand-blasting—	
(a) who operates from outside a properly-enclosed cabinet	7 5 0
(b) other	7 7 0
78. Operator joining and/or repairing fabric liners	7 3 0
79. Operator cutting raw rubber by machine or press	7 3 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	7 7 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	7 1 0
82. Operator on mixing mill	7 14 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	7 7 0
84. Heaterman in charge of curing pan and/or dry heater	7 7 0
85. Operator in charge of forcing machine	7 9 0
86. First assistant on calender 48 inches and over	7 11 6
87. First assistant on calender under 48 inches	7 5 0
88. Operator in charge of calender 72 inches and under	8 3 0
89. Operator in charge of calender over 72 inches	8 8 0
90. Fine wiredrawing machine operator	7 7 0
91. Medium wiredrawing machine operator	7 7 0
92. Wiredrawing (tandem) machine operator	7 7 0
93. Annealing furnace operator	7 7 0
94. Pickling plant operator	7 5 0
95. Wire-winding machine operator	7 5 0
96. Fine wire-tinning machine operator	7 5 0
97. Medium wire-tinning machine operator	7 7 0
98. Assisting tinning-machine operator	7 5 0
99. Bunching machine operator	7 5 0
100. Stranding and/or armouring machine operator	7 7 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	7 5 0
102. Lapping machine operator	7 7 0
103. Longitudinal machine operator	7 7 0

ADULT MALES (CABLE MAKING)—*continued.*

—	Wages per Week of 40 Hours. £	s.	d.
104. Longitudinal machine assistant	7	5	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	7	5	0
106. Laying up machine operator	7	7	0
107. Laying up machine assistant	7	5	0
108. Repairer of cables	7	7	0
109. Spark testing machine operator	7	7	0
110. Tank test attendant	7	5	0
111. Operator employed jointing cables	7	7	0
112. Operator on waxing and/or compounding and/or impregnating machine	7	7	0
113. Helper on waxing and/or compounding and/or impregnating machine	7	5	0
114. Lacquering machine operator	7	7	0
115. Lacquering machine helper	7	5	0
116. Lead press operator for cables	7	11	6
117. Lead press assistant for cables	7	5	0
118. Lead stripping machine operator for cables	7	5	0
119. Marking machine operator	7	7	0
120. Rubber slitting machine operator	7	7	0
121. Rubber slitting machine helper	7	5	0
122. Taping and/or de-taping machine operator	7	5	0
123. Inspector and/or examiner of cables	7	7	0

ADULT FEMALES.

—	Wages per Week of 40 Hours. £	s.	d.
All adult females	5	1	0

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 652] THURSDAY, AUGUST 18 [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 August, 1949.

Dated at Melbourne, this
16th day of August, 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. 287 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 12 0	6 0	10 18 0
Slaughterman	10 0 0	6 0	10 6 0
Head and Feet Boners	8 14 6	3 0	8 17 6
Scalders	8 14 6	3 0	8 17 6
Meat Lumpers	8 11 0	3 0	8 14 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	8 7 0	3 0	8 10 0
General labourers	8 4 0	3 0	8 7 0

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

No. 652.—7532/49.—PRICE 3D.

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.
Division B.—Retail Shops.	£ s. d.	£ s. d.	£ s. d.
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	9 0 6	9 7 0	9 0 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	9 0 6	9 7 0	9 0 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne *Definition* :—"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	9 5 0	9 11 6	9 5 0
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 19 0	9 5 6	8 19 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	8 13 0	8 19 6	8 13 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 10 0	8 16 6	8 10 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	8 12 6	8 19 0	8 12 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	7 17 0	8 3 6	7 17 0
All others *Definition* :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering 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.	7 15 0	8 1 6	7 15 0
Division C.—Small Goods Section.			
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	9 0 6	9 7 0	9 0 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	9 0 6	9 7 0	9 0 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 18 0	9 4 6	8 18 0
Fillermen	8 8 6	8 15 0	8 8 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	8 12 6	8 19 0	8 12 6
Packing-room hands	8 2 6	8 9 0	8 2 6
Linkers and table hands	8 1 6	8 8 0	8 1 6
All others	7 15 0	8 1 6	7 15 6
Division D.—Carters and Drivers Employed in or in Connexion with Abattoirs or Meat Markets.			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	8 6 6	8 14 6	8 3 0
Exceeding 25 cwt. but not exceeding 3 tons capacity	8 11 6	8 19 6	8 8 0
Exceeding 3 tons capacity	8 16 6	9 4 6	8 13 0
Horse Drivers—			
One horse	8 3 6	8 11 6	8 0 0
Two horses	8 6 6	8 14 6	8 3 0
Three horses	8 9 0	8 17 0	8 5 6
Head stableman (if more than one employed)	8 1 0	8 9 0	7 18 6
Other stablemen or grooms	7 16 0	8 4 0	7 12 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; 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). (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.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	8 0 0	8 6 6	8 0 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	8 4 0	8 10 6	8 4 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	8 7 0	8 13 6	8 7 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 15 0	8 1 6	7 15 0
(ii) two horses	8 0 0	8 6 6	8 0 0
(iii) three horses	8 3 0	8 9 6	8 3 0
(iv) four horses	8 5 0	8 11 6	8 5 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.

—	Weekly Wage.
	£ s. d.
1st year's experience	3 13 6
2nd year's experience	4 8 6
3rd year's experience	5 1 6
4th year's experience	6 14 0
5th year's	Minimum 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.

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.
	£ s. d.
Under 18 years..	4 18 6
18 years and under 19 years	5 17 0
19 years and under 20 years	6 8 6
20 years	Minimum Wage

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

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.
Five-year Term—				
First year	1 19 6	2 0	1 0	2 2 6
Second year	2 13 0	2 0	1 6	2 16 6
Third year	3 17 6	4 0	2 0	4 3 6
Fourth year	4 19 6	5 0	2 6	5 7 0
Fifth year	6 10 0	5 6	3 0	6 18 6
Four-year Term				
First year..	2 6 6	2 0	1 0	2 9 6
Second year	3 5 6	3 0	1 6	3 10 0
Third year	4 19 6	5 0	2 6	5 7 0
Fourth year	6 10 0	5 6	3 0	6 18 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 sheep, 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 6 6	2 0	1 0	2 9 6
Second year	3 0 0	2 6	1 0	3 3 6
Third year	4 1 0	4 0	2 0	4 7 0
Fourth year	5 10 6	4 6	2 6	5 17 6
Fifth year	6 12 0	6 0	3 0	7 1 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.

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

[4685]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 653] THURSDAY, AUGUST 18, [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5, and 6 of the Determination published in *Government Gazette* No. 84 of the 16th February, 1949, shall be replaced by the following clauses:—

2.

—	Wages per Week of 40 hours. Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.	£ s. d.	£ s. d.
(*a*) *Assembly, Fitting and Process Working.*		
Assembler	7 12 0	7 9 0
Assembler after two years' experience	7 16 0	7 13 0
Carpenter on agricultural implement making (including tool allowance)	8 8 0	8 5 0
Dismantler	7 11 0	7 8 0
Implement and/or comb fitter	8 0 0	7 17 0
Implement and/or comb fitter after two years' experience	8 5 0	8 2 0
Pattern fitter and finisher	8 5 0	8 2 0
Pattern fitter and finisher required to do machining	9 0 0	8 17 0
Plough fitter	7 18 0	7 15 0
Process worker	7 10 0	7 7 0
Wheel rimmer	8 0 0	7 17 0
Windmill erector	8 0 0	7 17 0
Windmill maker other than fitter	7 19 0	7 16 0
(*b*) *Blacksmithing, &c.*		
Blacksmith's striker	7 11 0	7 8 0
Blacksmith's striker on double fires	7 13 0	7 10 0
Bulldozer operator	7 17 0	7 14 0
Hammer driver	7 13 0	7 10 0
Heater	7 11 0	7 8 0
Implement smith of five years' experience able to do all classes of implement work	8 8 0	8 5 0
Other smith (including iron bender)	8 5 0	8 2 0

—	Wages per Week of 40 hours. Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—*continued.*		
(c) Dressing, Grinding, and Pickling.		
Chipper	7 11 0	7 8 0
Dresser and fettler	7 13 0	7 10 0
Emery-wheel attendant	7 13 0	7 10 0
Grinder	7 13 0	7 10 0
Grinder using portable machine	7 15 0	7 12 0
Pickler	7 8 0	7 5 0
Shot and sand blast dresser	7 15 0	7 12 0
(d) Furnacemen.		
Cupola	8 0 0	7 17 0
Electric	7 19 0	7 16 0
All other furnaces (not including small rivet or bolt heating)	7 17 0	7 14 0
Small rivet or bolt heating	7 13 0	7 10 0
Assistant	7 11 0	7 8 0
(e) Foundry.		
Jobbing moulder and/or coremaker	9 0 0	8 17 0
Loose pattern moulder	8 10 0	8 7 0
Plate and machine moulder and/or coremaker	8 2 0	7 19 0
Cupola furnaceman	8 5 0	8 2 0
Electric furnaceman	8 4 0	8 1 0
All other furnacemen	8 2 0	7 19 0
Assistant furnacemen	7 16 0	7 13 0
Dressers and fettlers	7 18 0	7 15 0
Grinders	7 18 0	7 15 0
Grinders using portable machine	8 0 0	7 17 0
Shot and sand blast dressers	8 0 0	7 17 0
(f) Inspection, &c.		
Checker	7 13 0	7 10 0
Inspector	7 13 0	7 10 0
(g) Machinists.		
1st class	9 0 0	8 17 0
2nd class	8 5 0	8 2 0
3rd class	7 16 0	7 13 0
Driller	7 13 0	7 10 0
Process worker	7 10 0	7 7 0
(h) Painting, &c.		
Dipper	7 8 0	7 5 0
Painter (brush hand)	7 11 0	7 8 0
Paint mixer	7 8 0	7 5 0
Spray painter	7 12 0	7 9 0
Writer and liner	8 0 0	7 17 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class	9 0 0	8 17 0
Sheet Metal Workers—2nd class	8 5 0	8 2 0
(j) Stores.		
Attendant at casting stores	7 8 0	7 5 0
Storeman and/or packer	7 11 0	7 8 0
(k) Welders.		
1st class	9 4 6	9 1 6
2nd class	7 16 0	7 13 0
3rd class	7 12 0	7 9 0
Tack welder	7 14 0	7 11 0
(l) Wire Workers.		
Wire drawer	7 11 0	7 8 0
Wire weaver	7 11 0	7 8 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	9 0 0	8 17 0
Shift electrician	9 0 0	8 17 0
Tradesman, electrical fitter	9 0 0	8 17 0
Tradesman's and electrical mechanic's assistant	7 11 0	7 8 0
DIVISION III.—ENGINEERING.		
Electrical fitter	9 0 0	8 17 0
Machinist—1st class	9 0 0	8 17 0
Machinist—2nd class	8 5 0	8 2 0
Machinist—3rd class	7 16 0	7 13 0
Motor mechanic	9 0 0	8 17 0
Patternmaker	9 13 0	9 10 0
Toolmaker	9 13 0	9 10 0
Tradesman	9 0 0	8 17 0
Tradesman, the greater part of whose time is occupied in marking off	9 4 6	9 1 6
Tradesman, wet stone grinder and glazier	9 0 0	8 17 0

—	Wages per Week of 40 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Division IV.—Engineering Smithing.		
Coppersmith	9 1 6	8 18 6
Forger and/or faggoter	9 18 6	9 15 6
Forgeman's assistant	7 13 0	7 10 0
Other smith	9 1 6	8 18 6
Toolsmith	9 4 6	9 1 6
Division V.—Wood Mill.		
Band sawyer	7 17 0	7 14 0
Bending machinist	7 14 0	7 11 0
Boring and drilling machinist	7 10 0	7 7 0
Buzzer machinist (only operating or feeding machines)	7 6 0	7 3 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	8 0 0	7 17 0
Casemaker	7 16 0	7 13 0
Casemaking sawyer	7 7 0	7 4 0
Circular sawyer	7 17 0	7 14 0
Crosscut sawyer	7 10 0	7 7 0
Morticing machinist	7 10 0	7 7 0
Moulding machinist (where the machinists set up their machines only)	7 18 0	7 15 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	8 7 0	8 4 0
Pulling out machinist	7 9 0	7 6 0
Sanding machinist	7 14 0	7 11 0
Saw doctor	9 6 0	9 3 0
Shaper machinist	8 12 6	8 9 6
Stacker	7 9 0	7 6 0
Tenoning machinist (only operating or feeding machines)	7 8 0	7 5 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	8 4 0	8 1 0
Thicknesser machinist	7 13 0	7 10 0
Turner	8 12 6	8 9 6
Division VI.—Miscellaneous.		
Belt maker and cutter	7 19 0	7 16 0
Carpenter (other than agricultural implement making)	9 0 0	8 17 0
Currier	8 9 0	8 6 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	6 17 0	6 14 0
Employee not elsewhere classified	6 11 0	6 8 0

Apprenticeship.

5. (*a*) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed :—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(*b*) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows :—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(*c*) 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.

(i) The period of apprenticeship shall be as follows :—

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

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) Until further order, any contract of apprenticeship hereafter made 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

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

—	Percentage of Needs Basic Wage.	Loading (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		Per Week. s. d.	Per Week. s. d.	s. d.	s. d.
Four and five-year terms—					
1st year	25	0 0	0 9	31 0	30 6
2nd year	33	1 0	1 0	42 6	41 6
3rd year	50	1 6	1 6	64 0	62 6
4th year	83	2 0	2 3	105 6	103 0
5th year	100 plus 6s.	2 0	3 0	133 0	130 0
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year	29	0 0	0 9	36 0	35 6
2nd year	50	1 0	1 6	63 6	62 0
3rd year	83	2 0	2 3	105 6	103 0
4th year	100 plus 6s.	2 0	3 0	133 0	130 0

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

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

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.

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

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

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

(x) 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 the Determination for the trade, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of worki g days, and for every day of such absence, serve one day, and the calendar period of the sueceeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(xi) 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.

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

(xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (*a*) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed and in addition thereto the constant loadings specified.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Needs Basic Wage.	Loading (Constant).	Additional Amount.	War Loading.	Total Wage Payable. Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	Total Wage Payable. All other Parts of Victoria.
		s. d.	s. d.	Per Week. s. d.	s. d.	s. d.
I.—Adult Females.						
Under three months' experience ..	65	3 0	6 0	..	88 6	86 6
All others	75	3 0	7 0	..	101 6	99 0
II.—Junior Females.						
17 years of age and under	40	1 0	3 6	..	53 6	52 0
18 years of age	47½	1 3	4 0	..	63 0	62 0
19 years of age	55	1 6	4 6	..	73 0	71 6
20 years of age	62½	2 0	5 0	..	83 0	81 6
III.—Male Juniors.						
Under 16 years of age	25	0 6	2 0	..	33 0	32 0
16 years of age	35	0 9	3 0	..	46 6	45 6
17 years of age	47½	1 0	4 0	..	63 0	61 6
18 years of age	60	1 0	5 0	..	79 0	77 6
19 years of age	75	2 0	6 0	..	99 6	97 0
20 years of age	90	2 0	7 0	..	119 0	116 0
IV.—Junior Males (Foundries).						
Under 16 years of age	25	0 6	2 0	1 0	34 0	33 0
16 years of age	33	0 9	2 6	1 9	45 6	44 6
17 years of age	60	1 0	5 0	3 0	82 0	80 6
18 years of age	75	2 0	6 0	4 0	103 6	101 0
19 years of age and over ..	90	2 6	7 0	4 6	124 0	121 0

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

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

(*b*) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry 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.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 654] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 33 of the 11th January, 1949, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman)	8 0 0	8 6 6	7 17 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	7 13 0	7 19 6	7 10 0
Blacksmith's striker	7 11 0	7 17 6	7 8 0
Blacksmith's striker on double fires and other assistant	7 13 0	7 19 6	7 10 0
Boiler (inside) chipper and cleaner	7 17 0	8 3 6	7 14 0
Boilermaker and/or structural steel tradesman	9 0 0	9 6 6	8 17 0
Boilersmith and/or angle iron smith	9 4 6	9 11 0	9 1 6
Cold saw operator	7 13 0	7 19 6	7 10 0
Dogman	7 13 0	7 19 6	7 10 0
Driller using portable machines	8 15 6	9 2 0	8 12 6
Driller using stationary machines	7 12 0	7 18 6	7 9 0
Employee assisting a ship plate bender or plate setter	7 13 0	7 19 6	7 10 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 11 0	7 17 6	7 8 0
Friction saw operator	7 11 0	7 17 6	7 8 0
Furnaceman on heavy angle iron or heavy plate	7 19 0	8 5 6	7 16 0
Furnaceman's assistant	7 11 0	7 17 6	7 8 0
Holder-up	7 13 0	7 19 6	7 10 0
Machinist—			
1st class	9 0 0	9 6 6	8 17 0
2nd class	8 5 0	8 11 6	8 2 0
3rd class	7 16 0	8 2 6	7 13 0

WAGES—*continued.*

Adults.	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	7 18 0	8 4 6	7 15 0
2nd class	7 12 0	7 18 6	7 9 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making)	9 6 0	9 12 6	9 3 0
Painter of ironwork using spray	7 12 0	7 18 6	7 9 0
Painter of ironwork (other than ship painter) using brush	7 11 0	7 17 6	7 8 0
Plate setter and frame bender	9 3 0	9 9 6	9 0 0
Press and block hand assisting a boiler or angle ironsmith	7 13 0	7 19 6	7 10 0
Process worker	7 10 0	7 16 6	7 7 0
Rigger and/or splicer	7 17 0	8 3 6	7 14 0
Rivet heater	7 13 0	7 19 6	7 10 0
Welder—			
1st class (other than when using Cutler machine)	9 4 6	9 11 0	9 1 6
1st class (using Cutler machine)	8 7 0	8 13 6	8 4 0
2nd class	7 16 0	8 2 6	7 13 0
3rd class	7 12 0	7 18 6	7 9 0
Welder-tack	7 14 0	8 0 6	7 11 0
Other employees with not less than three months' experience in the metal trade industry	6 17 0	7 3 6	6 14 0
Employee not elsewhere classified	6 11 0	6 17 6	6 8 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	7 13 0	7 19 6	7 10 0
Cement mixer	7 14 0	8 0 6	7 11 0
Cement liner	7 17 0	8 3 6	7 14 0
Cement liner operator	8 5 0	8 11 6	8 2 0
Employee in charge of ring making machines	7 17 0	8 3 6	7 14 0
Employee rounding and straightening steel pipes	7 16 0	8 2 6	7 13 0
Employee on tar dip and sand rolling	7 13 0	7 19 6	7 10 0
Faucet maker in charge of furnace	8 0 0	8 6 6	7 17 0
Faucet maker's assistant	7 13 0	7 19 6	7 10 0
Machine operator (in charge of machines)	7 17 0	8 3 6	7 14 0
Pipe builder	7 17 0	8 3 6	7 14 0

Leading Hands.

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

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

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

3. APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder—first 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 Indentures.

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

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if in the opinion of the Wages Board circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the 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 boilermaking or structural steel 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*) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

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

Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Four and Five-year Terms.				
		s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*
1st year	25	..	0 9	31 0	33 0	30 6
2nd year	33	1 0	1 0	42 6	44 6	41 6
3rd year	50	1 3	1 6	64 6	67 0	62 6
4th year	83	2 0	2 3	105 6	111 0	103 0
5th year	100 plus 6s.	2 0	3 0	133 0	139 6	130 0
		Four-year Terms.—Apprentices commencing after the Age of 17 Years.				
1st year	29	..	0 9	36 0	38 0	35 6
2nd year	50	1 0	1 6	63 6	66 6	62 0
3rd year	83	2 0	2 3	105 6	111 0	103 0
4th year	100 plus 6s.	2 0	3 0	133 0	139 6	130 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne. 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Junior Males.						
		s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	25	0 6	2 0	33 0	34 6	32 0
16 years of age	35	0 9	3 0	46 6	48 6	45 6
17 years of age	47½	1 0	4 0	63 0	66 0	61 6
18 years of age	60	1 0	5 0	79 0	83 0	77 6
19 years of age	75	2 0	6 0	99 6	104 6	97 0
20 years of age	90	2 0	7 0	119 0	124 6	116 0

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.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

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

(i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
(ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
(iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
(iv) Breaking up pig iron.
(v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
(vi) Cutting out and punching rivets on plates.
(vii) Cutting plates by means of hammer and cold set.
(viii) Holding up rivets over ¼ in. diameter.
(ix) Passing hot rivets in confined spaces.
(x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
(xi) Punching machines handling plates weighing more than 84 lb.
(xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(*d*) Junior employee shall not be employed—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles : or
using electric arc or oxy-acetylene blow-pipe, or

(ii) if under 18 years of age—
die setting on power presses ;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 655] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOOT BOARD.

Clauses 2 to 5, inclusive of the Determination published in *Government Gazette* No. 964 of the 22nd October, 1948, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).

Wages per Week of 40 Hours.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
Five Years Terms.				
First year's experience—				
1st six months	22½	..	0 9	1 8 3
2nd six months	..	..	0 9	1 12 9
Second year's experience—				
1st six months	30	1 0	1 0	1 18 6
2nd six months	..	1 0	1 0	2 7 9
Third year's experience—				
1st six months	45	1 6	1 6	2 18 0
2nd six months	..	1 6	1 6	3 16 3
Fourth year's experience—				
1st six months	75	2 0	2 3	4 15 9
2nd six months	..	2 0	2 3	5 8 0
Fifth year's experience—				
1st six months	95	2 0	3 0	6 1 0
2nd six months	..	2 0	3 0	6 4 0
Thereafter the adult male minimum wage.				
Four Years Terms.				
First year's experience—				
1st six months	26	..	0 9	1 12 6
2nd six months	..	..	0 9	2 4 0
Second year's experience—				
1st six months	45	1 6	1 6	2 18 0
2nd six months	..	1 6	1 6	3 16 3
Third year's experience—				
1st six months	75	2 0	2 3	4 15 9
2nd six months	..	2 0	2 3	5 8 0
Fourth year's experience—				
1st six months	95	2 0	3 0	6 1 0
2nd six months	..	2 0	3 0	6 4 0
Thereafter the adult male minimum wage				

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

No. 655.—7795/49.—PRICE 3D.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission)—*continued.*

Three Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	45	1 6	1 6	2 18 0
2nd six months	..	1 6	1 6	3 16 3
Second year's experience—				
1st six months	75	2 0	2 3	4 15 9
2nd six months	..	2 0	2 3	5 8 0
Third year's experience—				
1st six months	95	2 0	3 0	6 1 0
2nd six months	..	2 0	3 0	6 4 0
Thereafter the adult male minimum wage				

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—*Improvers.*

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers :—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Under 17 years of age—			
1st six months	1 9 9	0 6	1 10 3
2nd six months	1 13 0	0 6	1 12 6
3rd six months	1 17 3	0 9	1 18 0
4th six months	2 2 6	0 9	2 3 3
5th six months	2 8 3	1 0	2 9 3
6th six months	2 15 0	1 0	2 16 0
7th six months	3 1 6	1 6	3 3 0
8th six months	3 10 0	1 6	3 11 6
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	1 17 3	0 9	1 18 0
2nd six months	2 2 6	0 9	2 3 3
3rd six months	2 8 3	1 0	2 9 3
4th six months	2 15 0	1 0	2 16 0
5th six months	3 1 6	1 6	3 3 0
6th six months	3 10 0	1 6	3 11 6
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (s) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. MALES.

—	Wages Per Week of 40 Hours.
	s. d.
Pattern Cutting—	
Pattern Cutters or Designers	172 0
Clicking—	
Clicking outsides (other than felt, fabric, sheep's roans or splits)	164 0
Clicking felt, linings, fabrics, sheep's roans, splits—	
By hand	159 0
By machine	155 0
All others	155 0
Stuff cutting—	
Cutting leather outsoles, insoles or half soles	164 0
Ranging by hand	164 0
All others	155 0
Making—	
All operatives except those for whom the rates hereinafter appearing are prescribed	164 0
Operator of bottom levelling machine	155 0
Operator of buzzer machine	155 0
Operator of loose nailing machine	155 0
Bevelling by hand	155 0
Heeling by hand	155 0
Opening channels	155 0
Closing channels	155 0
Feathering	155 0
Turning pumps	155 0
Laying linings and shanking	155 0
Pulling up backs	155 0
Pulling on	155 0
Tingling and trimming (hand or machine)	155 0
Putting on heels and toe plates	155 0
Attaching wood heels by hand	155 0
Putting in stiffeners or toes	151 0
Putting in bottom fillings and shanks	151 0
Slipping off after first month's experience	151 0
Slipping off for first month of experience	145 0
Pulling out tacks	151 0
Stamping and sorting soles	151 0
Solutioning or cementing by hand or machine	151 0
Putting studs or bars on football boots	151 0
Finishing—	
Finishing right through by hand	164 0
Operating heel trimmer	164 0
Operating edge trimmer	164 0
Operating edge setter	164 0
Operating heel scourer	164 0
Operating Naumkeag machine and/or sandpapering machine	158 0
Slipping off after first month's experience	151 0
Slipping off for first month of experience	145 0
All others	155 0

FEMALES.

5. (*a*) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(*b*) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

—	Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
	s. d.	s. d.	s. d.
(*c*) Females with (i) four years' experience employed on any form of sewing machine	98 0	3 0	101 0
(ii) any other machine	92 9	3 0	95 9
(iii) any other work set out in clause (6) hereof	91 0	2 9	93 9
(*d*) Females with four years' experience not otherwise provided for	91 0	2 9	93 9

(*e*) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

(*f*) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 91s. 6d. per week and thereafter the rate prescribed for their occupation.

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

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

[4699]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 656] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 589 of the 26th May, 1948, shall be replaced by the following clause :—

JUNIORS.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Males—		
Under 17 years of age	2 9 0	2 8 0
17 and under 18 years of age	3 2 0	3 0 6
18 and under 19 years of age	3 11 6	3 10 0
19 and under 20 years of age	4 8 0	4 6 0
20 and under 21 years of age	5 3 6	5 1 6
Females—		
Under 18 years of age	2 5 0	2 3 6
18 and under 19 years of age	2 16 6	2 14 6
19 and under 20 years of age	2 19 0	2 18 6
20 and under 21 years of age	3 12 6	3 10 0
Proportion (within any factory or place)— The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry		

No. 656.—7394/49.—PRICE 3D.

OTHER EMPLOYEES.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	8 3 0	8 0 0
Employee who, under the direction of employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or areated water plant	7 13 0	7 10 0
Employee on automatic combined bottle-washing, syrupping, bottling, sealing (or crowning), and labelling machine	7 8 0	7 5 0
Employee bottling or labelling aerated or carbonated waters	7 5 6	7 2 6
Employee engaged in handling Glauber Salts	7 5 6	7 2 6
Box repairer and wood worker	7 9 0	7 6 0
All others	7 0 0	6 17 0
Leading hand 1s. per day in addition to the above rates.		
Adult Females—		
Employees engaged syphoning stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	3 15 0	3 13 6

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 657] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 30 of the 2nd February, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

—	Wages per Week. Shift Workers. Where a Seven-day Week is Worked.	Wages per Week. Shift Workers. Where a Six-day Week is Worked.	Wages per Week. Ordinary Workers.
	s. d.	s. d.	s. d.
Under 16 years	..	..	70 9
16–17 years	..	..	82 6
17–18 „	..	..	93 3
18–19 „	122 0	117 0	105 6
19–20 „	133 6	129 9	119 0
20–21 „	141 0	137 6	127 9

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 151s. per week.

One improver to every eight or fraction of eight workers receiving not less than 151s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 117s. 3d. per week.

JUVENILE WORKERS.

—	Wages per Week. Males.	Wages per Week. Females.
	s. d.	s. d.
Under 16 years	59 9	56 0
16–17 years	67 0	62 9
17–18 „	82 6	70 0
18–19 „	91 0	81 6
19–20 „	106 6	89 6
20–21 „	122 0	99 0

No. 657.—7402/49.—PRICE 3D.

OTHER EMPLOYEES.

—	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	181 0	178 0	170 0
Milk grader	180 0	177 0	169 0
Milk or cream tester	180 0	177 0	169 0
Creamery manager	175 0	172 0	164 0
Milk or cream neutralizer	173 6	170 6	162 6
Foreman of shift or department or casein plant	175 0	172 0	164 0
Butter-maker	180 0	177 0	169 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	165 0	162 0	154 0
Operators of any of the following machines, viz :—			
Separator	163 0	160 0	152 0
Pasteurizer evacuator, or deodorizer	163 0	160 0	152 0
Weighing machine	163 0	160 0	152 0
Filling machine for tinning of butter when butter has not been milled	165 0	162 0	154 0
Filling machine for tinning of butter when butter has been milled	164 0	161 0	153 0
Storeman or packer in butter canning establishments	164 0	161 0	153 0
Other storeman or packers	163 0	160 0	152 0
Casein-maker	176 0	173 0	165 0
Assistant to casein-maker, casein dryers, and millers	164 6	161 6	153 6
Cheese-maker	180 0	177 0	169 0
Assistant to cheese-maker	164 6	161 6	153 6
Cheese storehand	166 0	163 0	155 0
Male adult washing or sterilizing cans or bottles	163 0	160 0	152 0
Operator of a fork lift truck	165 0	162 0	154 0
All other adult males	162 0	159 0	151 0
All other adult females	..	..	117 3

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 658] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 12 of the 19th January, 1948, shall be replaced by the following clause :—

2.

APPRENTICES OR IMPROVERS.

—	Wages per Week. Shift Workers.	Wages per Week. All Others.
	s. d.	s. d.
Under 16 years	..	70 9
16–17 years	..	82 0
17–18 years	..	93 9
18–19 years	123 3	106 3
19–20 years	135 0	119 0
20–21 years	142 0	127 3

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 151s. per week.

One improver to every eight or fraction of eight workers receiving not less than 151s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 117s. 3d. per week.

JUVENILE WORKERS.

	Wages per Week. Males.	Wages per Week. Females.
	s. d.	s. d.
Under 16 years	59 3	57 3
16–17 years	66 9	62 3
17–18 years	82 0	70 6
18–19 years	91 0	83 3
19–20 years	106 6	89 9
20–21 years	122 0	99 9

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

No. 658.—7410/49.—PRICE 3D.

OTHER EMPLOYEES.

—	Wages per Week.	
	Shift Workers.	All Others.
	s. d.	s. d.
Milk or cream grader or tester	180 0	169 0
Neutralizer	177 0	166 0
Foreman of shift or department	177 0	166 0
Operator of any of the following machines :—		
Milk drier (roller system)	170 0	159 0
Milk drier (spray system)	171 0	160 0
Assistant to milk drier (spray system)	170 0	159 0
Sugar boiler	165 0	154 0
Vacuum pan—condensery	172 0	161 0
Vacuum pan-dried milk	171 0	160 0
Vacuum pan-milk sugar	171 0	160 0
Evaporator	170 0	159 0
Homogenizer or visiolizer	168 6	157 6
Cream retort	166 0	155 0
Powder sifter	164 0	153 0
Tubular heater or ejector	165 0	154 0
Separator	163 0	152 0
Pasteurizer	163 0	152 0
Weighing machine (milk receiving)	170 0	159 0
Wire-hoopers, storeman, stackers or packers	164 0	153 0
Washers of vacuum pan, vacuum holding vats, or evaporator	165 0	154 0
Male adult washing or sterilizing cans or bottles	164 0	153 0
Operator of a fork lift truck	165 0	154 0
All other male adults not covered by a Determination of any other Wages Board	162 0	151 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman	..	117 3
Females operating dried milk automatic filler	..	117 3
All other females	..	117 3

Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

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

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

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 659] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

Clauses 2 (*a*) and 19 of the Determination published in *Government Gazette* No. 325 of the 29th April, 1949, shall be replaced by the following clauses:—

2.

(*a*) Improvers.

WAGES.

FIREBRICKS AND TEXTURE BRICKS.

	Per Week of 40 Hours. s.	d.
14 years of age	53	1
15 " "	55	1
16 " "	58	5
17 " "	65	9
18 " "	79	11
19 " "	105	2
20 " "	109	11

OTHER BRICKS.

	s.	d.
14 years of age	55	3
15 " "	57	8
16 " "	60	9
17 " "	68	7
18 " "	83	1
19 " "	109	6
20 " "	114	3

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 113s. 1d. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.

Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.

PROPORTION (in any factory or place).

One improver to every eight or fraction of eight employees receiving not less than 153s. per week of 40 hours.

Other Employees.	Per Hour. s. d.	Wage per Week of 40 Hours. s. d.
FIREBRICKS AND TEXTURE BRICKS.		
Burners	4 $2^{7}/_{10}$	169 0
Crusher attendants who also haul	3 $10^{13}/_{20}$	155 6
Crusher attendants who do not haul	3 $3^{9}/_{10}$	153 0
Wet or dry pan attendants who do not haul	3 10½	156 0
Machine Drivers*	3 $11^{1}/_{40}$	156 9
Wire cut attendant, column man, or off-bearers from wire cut machine	3 $10^{13}/_{20}$	155 6
Hand moulders, dressers and cutters	4 1½	166 0
Drawers*	3 $11^{37}/_{40}$	159 9
Setters*	4 $5^{37}/_{40}$	179 9
Facemen working in a clayhole 25 feet or less in depth* ..	4 $2^{7}/_{40}$	167 3
All other facemen*	4 $2^{31}/_{40}$	169 3
Wheelers of green or burnt bricks	4 $0^{3}/_{20}$	160 6
Clayhole men (employer to provide tools)*	4 $1^{11}/_{40}$	164 3
Pressers	3 $10^{7}/_{20}$	154 6
Loftmen	3 $10^{7}/_{20}$	154 6
Dampermen or Kiln Cleaners*	4 $0^{3}/_{40}$	160 3
Yardmen and wastemen	3 $9^{9}/_{10}$	153 0
OTHER BRICKS.		
Burners	4 $2^{7}/_{10}$	169 0
Machine drivers or machine riggers*	4 $1^{11}/_{40}$	164 3
Wet or dry pan attendants who do not haul	4 $0^{3}/_{10}$	161 0
Crusher attendants who do not haul	3 $11^{17}/_{20}$	159 6
Crusher and wet or dry pan attendants who also haul	4 $1^{13}/_{20}$	165 6
Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)*	4 $2^{7}/_{40}$	167 3
Other drawers*	4 $2^{37}/_{40}$	169 9
Other setters*	4 $5^{37}/_{40}$	179 9
Facemen working in a clayhole 25 feet or less in depth* ..	4 $3^{37}/_{40}$	172 3
All other facemen*	4 $5^{19}/_{40}$	178 3
Clayhole men (employer to provide tools)*	4 $2^{31}/_{40}$	169 3
Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	4 $1^{1}/_{20}$	163 6
Off-bearers from wire cut machines	4 $0^{3}/_{20}$	160 6
Truckers	4 $0^{3}/_{20}$	160 6
Adults taking off brick machines	4 $0^{3}/_{20}$	160 6
Dampermen or kiln cleaners*	4 $1^{23}/_{40}$	165 3
Loftmen	3 $11^{7}/_{10}$	159 0
Yardmen and wastemen	3 $11^{3}/_{5}$	158 0

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

* The rates prescribed for these classifications include an allowance of 1/3 per week for wear and tear on clothing.

No. 659.—7502/49.—PRICE 3D.

PIECEWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

19. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

—	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	4 5	4 8½	4 3¼	4 7½
26 to 36 yards	4 9¾	5 2¼	4 8¼	5 0
36 to 46 yards	5 0¼	5 3¾	4 10¾	5 2¼
Over 46 yards	5 7¼	5 10¾	5 6	5 9½

Drawing, wheeling, and loading on railway trucks—

—	On Level Surface		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	5 8½	5 11¾	6 0¼	6 3¼
26 to 36 yards	6 1¼	6 4½	6 5	6 8
36 to 46 yards	6 3¾	6 6½	6 7½	6 10½
Over 46 yards	6 11	7 2	7 2½	7 5½

	Per thousand s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	31 11
" " " " in sheds	27 6
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) ..	22 4
" " " " from bowling stool in sheds (where material is placed on the table)	20 7
" " fancy bricks and off-bearing to hacks or in sheds..	31 11
" " " " from bowling stool	28 10
Setting	5 5
Picking blues	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (*a*) and 19. of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 660] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination published in *Government Gazette* No. 456 of the 30th May, 1949, shall be replaced by the following clauses:—

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.

WAGES PER WEEK.

	s.	d.
Under 17 years of age	85	9
17 years of age	100	9
18 " "	116	6
19 " " or over—the appropriate rate prescribed under the heading "other employees".		

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 145s. 8d. per week.

Other Employees.

WAGES PER WEEK.

	s.	d.
Persons trimming or spreading coal that is heated or on fire	241	0
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	185	0
Persons employed trimming coal and/or feeding coal to and from coal loaders	175	0
Persons trimming coal from the "Grab"	182	4
Other coal trimmers	175	0
Coal baggers or loaders	175	0
Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	175	0
Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	197	0
Persons loading by shovel or fork loose coal from the ground into railway trucks	208	0
Coke stackers at wharf coal yards	184	2
Coke yard employees	145	8
Carters driving one horse	138	6
Carters driving two horses	146	6
Carters driving three horses	151	0
Carters driving four horses	154	0
Carters driving five horses	155	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	146	6
(*b*) Over 25 cwt., but not over 3 tons	152	6
(*c*) Over 3 tons, but under 6 tons	157	0
Further tonnage—for each complete ton over 5 an extra 1s. per week		
All other coal yard employees	168	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.

No. 660.—7503/49.—PRICE 3D.

(*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 herein, war loadings shall be paid as follows:—

	Per Week. s.	d.
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 shal not be entitled to war loadings.

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.	s.	d.	Wages per Week of 40 Hours.	s.	d.
Under 17 years of age	83	6	Wood cutters, using axe, power crosscut circular saw, or other method	155	8
17 years of age	97	6	Carters driving one horse	138	6
18 " "	111	3	Carters driving two horses	146	6
19 " " or over—the appropriate rate prescribed under the heading "other employees".			Carters driving three horses	151	0
			Carters driving four horses	154	0
			Carters driving five horses	155	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	146	6
			(*b*) Over 25 cwt., but not over 3 tons	152	6
			(*c*) Over 3 tons, but under 6 tons	157	0
Proportion (by any Employer.)			Further tonnage—for each complete ton over 5 an extra 1s. per week.		
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 138s. 6d. per week.			Charcoal burning by retorts, metal or brick kilns, or pits—		
			(*a*) Operator in charge of plant	170	8
			(*b* All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	160	8
Note.—The Board determines that no person shall be employed as an apprentice.			Grinding or grading charcoal—		
			(*a*) Attendant in charge of plant—		
			(i) With four or more persons under his supervision	180	8
			(ii) With three or fewer persons under his supervision	176	8
			(*b*) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	170	8

(*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. s.	d.
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.

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

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

[4709]

VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 661] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 584 of the 12th July, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

—	Employed in Hospitals—		Employed in Benevolent Homes—	
	Males.	Females.	Males.	Females.
Secretary.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Where the adjusted bed capacity is—				
under 25	10 2 0	8 3 3	7 17 0	6 1 6
25 to 35	10 7 0	8 7 3	8 18 3	6 17 6
36 „ 45	10 14 6	8 13 3	9 4 6	7 2 0
46 „ 55	11 2 0	8 19 3	9 11 0	7 7 0
56 „ 65	11 12 0	9 7 3	9 19 6	7 13 3
66 „ 75	12 2 0	9 15 3	10 8 0	7 19 9
76 „ 85	12 12 0	9 17 0	10 16 6	8 6 0
86 „ 95	13 4 6	10 2 0	11 7 0	8 14 0
96 „ 105	14 2 0	10 15 3	12 2 0	9 5 3
106 „ 125	14 19 6	11 8 3	12 16 9	9 16 3
126 „ 150	15 17 0	12 1 6	13 11 9	10 7 6
151 „ 175	16 14 6	12 14 6	14 6 6	10 18 6
176 „ 200	17 12 0	13 7 9	15 1 6	11 9 9
201 „ 250	18 9 6	14 0 9	15 16 3	12 1 0
251 „ 300	19 7 0	14 14 0	16 11 3	12 12 3
301 „ 350	20 4 6	15 7 0	17 6 0	13 6 3
351 „ 400	21 2 0	16 0 3	18 1 0	13 14 6
401 „ 450	22 2 0	16 15 3	18 18 0	14 7 3
451 „ 500	23 2 0	17 10 3	19 15 0	15 0 0
501 „ 550	24 2 0	18 5 3	20 12 0	15 12 9
551 „ 600	25 2 0	19 0 3	21 9 0	16 5 6
601 „ 650	26 2 0	19 15 3	22 6 0	16 18 3
651 „ 700	27 2 0	20 10 3	23 3 0	17 11 0
701 „ 750	28 2 0	21 5 3	24 0 0	18 3 9

No. 661.—7507/49.—PRICE 3D.

WAGES PER WEEK.

—	Employed in Hospitals or in Benevolent Homes.	
	Males.	Females.
	£ s. d.	£ s. d.
Assistant Secretary.		
Where the adjusted bed capacity is—		
under 150	11 12 0	8 17 9
151 „ 175	11 17 0	9 1 6
176 „ 200	12 2 0	9 5 3
201 „ 250	12 12 0	9 12 9
251 „ 300	13 2 0	10 0 3
301 „ 350	13 12 0	10 7 9
351 „ 400	14 2 0	10 15 3
401 „ 450	14 12 0	11 2 9
451 „ 500	15 2 0	11 10 3
501 „ 550	15 12 0	11 17 9
551 „ 600	16 2 0	12 5 3
601 „ 650	16 12 0	12 12 9
651 „ 700	17 2 0	13 0 3
701 „ 750	17 12 0	13 7 9
Accountant.		
Where the adjusted bed capacity is—		
under 95	10 2 0	7 15 3
96 „ 105	10 7 0	7 19 0
106 „ 125	10 12 0	8 2 9
126 „ 150	10 17 0	8 6 6
151 „ 175	11 2 0	8 10 3
176 „ 200	11 7 0	8 14 0
201 „ 250	11 12 0	8 17 9
251 „ 300	12 2 0	9 5 3
301 „ 350	12 12 0	9 12 9
351 „ 400	13 2 0	10 0 3
401 „ 450	13 12 0	10 7 9
451 „ 500	14 2 0	10 15 3
501 „ 550	14 12 0	11 2 9
551 „ 600	15 2 0	11 10 3
601 „ 650	15 12 0	11 17 9
651 „ 700	16 2 0	12 5 3
701 „ 750	16 12 0	12 12 9
Chief Clerk.		
Where the adjusted bed capacity is—		
under 105	8 2 0	6 5 3
106 to 175	8 12 0	6 12 9
176 „ 250	8 17 0	6 16 6
251 „ 350	9 2 0	7 0 3
351 „ 400	9 7 0	7 4 0
401 „ 450	9 12 0	7 7 9
451 „ 500	9 17 0	7 11 6
501 „ 550	10 2 0	7 15 3
551 „ 600	10 7 0	7 19 0
601 „ 650	10 12 0	8 2 9
651 „ 700	10 17 0	8 6 6
701 „ 750	11 2 0	8 10 3

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 662] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ICE CREAM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 125 of the 12th March, 1948, shall be replaced by the following clause :—

2. ORDINARY WORKERS.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.

	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
		Apprentices.	
	s. d.	s. d.	s. d.
Under 16 years of age ..	33 0	1 0	34 0
16–17 years of age	47 0	1 6	48 6
17–18 years of age	54 0	1 6	55 6
18–19 years of age	70 0	2 0	72 0
19–20 years of age	97 0	3 0	100 0
20–21 years of age	116 0	3 6	119 6
		Improvers.	
Under 16 years of age ..	53 6	1 6	55 0
16–17 years of age	64 0	2 0	66 0
17–18 years of age	73 6	2 6	76 0
18–19 years of age	90 0	3 0	93 0
19–20 years of age	116 0	3 6	119 6
20–21 years of age	134 6	4 6	139 0

PROPORTION.

One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 153s. per week of 40 hours.

JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.

	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
	s. d.	s. d.	s. d.
Under 16 years of age ..	53 6	1 6	55 0
16–17 years of age	64 0	2 0	66 0
17–18 years of age	73 6	2 6	76 0
Females.			
Under 16 years of age ..	58 6	1 6	60 0
16–17 years of age	67 6	1 6	69 0
17–18 years of age	70 6	2 0	72 6
18–19 years of age	80 0	2 0	82 0
19–20 years of age	85 6	2 0	87 6
20–21 years of age	95 0	2 6	97 6

PROPORTION.

Three female juvenile workers to every two female workers receiving 117s. 9d. per week of 40 hours.

No. 662.—7508/49—PRICE 3D.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.

Males.

	Ordinary Wage.		War Loading. (Not Adjustable.)		Total Wage.	
	s.	d.	s.	d.	s.	d.
Pasteurizer .. .. .. Mixer .. .. .. Cooling, or .. .. .. Freezer .. .. } Machine operator	158	0	5	0	163	0
Assistant to any of the above-mentioned operators	151	0	5	0	156	0
Dixie .. .. Cup, or .. .. Chocolate bar .. .. .. } Machine operator	152	6	5	0	157	6
Persons cutting and wrapping dry ice	158	0	5	0	163	0
Mould cutter, by machine	152	6	5	0	157	6
Mould cutter, by hand	156	0	5	0	161	0
Can washer, floor hand, or person handling crushed ice	151	0	5	0	156	0
All others	148	0	5	0	153	0
Females.						
All adults	114	9	3	0	117	9

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 663] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

MEAT PRESERVERS BOARD.

Clauses 2 and 32 of the Determination published in *Government Gazette* No. 181 of the 2nd March, 1949, shall be replaced by the following clauses:—

Persons other than those employed in connexion with dehydration of meat.

2. WAGES.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

—	Males.			Females.		
	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years	53 9	1 3	55 0	51 6	1 0	52 6
16 years and under 17 years	62 9	1 3	64 0	58 6	1 3	59 9
17 ,, ,, 18 ,, ...	75 6	1 6	77 0	64 6	1 3	65 9
18 ,, ,, 19 ,, ...	90 3	2 0	92 3	73 6	1 6	75 0
19 ,, ,, 20 ,, ...	111 9	2 3	114 0	81 6	1 9	33 3
20 ,, ,, 21 ,, ...	136 9	3 0	139 9	93 9	1 9	95 6

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 174s. 6d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 107s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 174s. 6d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 107s. 3d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 174s. 6d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 107s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 174s. 6d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 107s. 3d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 175s. 6d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 107s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 175s. 6d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 107s. 3d. per week of 40 hours.

No. 663—7516/49.—PRICE 3D.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	176 6	4 0	180 6
Assistant preserver	176 6	4 0	180 6
Smoke kiln attendant whilst employed solely as such ..	180 6	4 0	184 6
Sausage smoke room attendant	175 6	4 0	179 6
Retort Hand, i.e., a person who loads and unloads retorts ..	176 6	4 0	180 6
Scalder or braiser	174 6	4 0	178 6
Doughmaker	174 6	4 0	178 6
Cappers, clinchers, and/or vacuum operators whilst employed solely as such ..	174 6	4 0	178 6
Lacquer hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	174 6	4 0	178 6
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	174 6	4 0	178 6
Females engaged—			
Taking away from automatic stuffing machine ..	151 6	2 0	153 6
Running sausage skins for canning purposes ..	127 6	2 0	129 6
Stamping, or branding .. Labelling, keying, wiping tins, and carrying off from filling table .. .. Weighing filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds .. Preparing for, placing in, taking away from machines and placing in trays .. Cutting Sausages	105 3	2 0	107 3
All others	170 6	4 0	174 6

(b) EGG PULPING OR DRYING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Spray operator	174 6	4 0	178 6
Filter (Chalaza)	173 6	4 0	177 6
Pump operator	171 6	4 0	175 6
Furnaceman	171 6	4 0	175 6
Solderer and/or sealer .. .. (For any time engaged solder-in 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	170 6	4 0	174 6
Storeman packer	170 6	4 0	174 6
All others	170 6	4 0	174 6

No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.

Adult females engaged— as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	105 3	2 0	107 3

No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.

(c) ALL OTHER SECTIONS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading Hand, i.e., a person in charge of a Department or shift	177 6	4 0	181 6
Mixer	178 6	4 0	182 6
Potman	178 6	4 0	182 6
Females engaged— Patting, wrapping, stamping, or branding .. .. Labelling, wiping tins, and carrying off from filling tables .. .. .. Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds .. .. Taking away from automatic machines .. .. Wrapping premier jus for oleo presses	105 3	2 0	107 3
All others	171 6	4 0	175 6

Persons employed in connexion with dehydration of meat.

32. † WAGES PER WEEK.

* IMPROVERS AND JUVENILE WORKERS.

	s. d.
Under 17 years of age	69 6
17 years of age	89 0
18 years of age	112 6
19 years of age	150 3
20 years of age	155 3

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the minimum wage.

* The Board has determined that no apprentices shall be employed in this section.

OTHER EMPLOYEES.

	£ s. d.
Leading hand, i.e., a person in charge of a department or shift (Provided that where four or less retorts are in operation, the leading hand shall perform mixed functions and take charge of shift.).	9 8 0
Retort hand	9 0 6
Band saw operator	8 18 6
All others	8 14 6

† The above rates include a war loading of 3s. per week for adults and proportionate amounts for juniors.

Clauses, other than clauses 2 and 32, of the said Determination shall remain in force.

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

[4715]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 664] THURDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 22 of the 11th January, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.

	s. d.
1st year	33 6
2nd year	39 0
3rd year	46 6
4th year	55 0
5th year	68 6

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.

	Wages.			
	Within the Metropolitan District.		All Other Parts of Victoria.	
	Per Hour.	Per Week.	Per Hour.	Per Week.
(*a*) In or about a cemetery.	s. d.	s. d.	s. d.	s. d.
Grave diggers ..	3 $11^{17}/_{20}$	159 6	3 $10^{19}/_{20}$	156 6
All others	3 $7\frac{1}{5}$	144 0	3 $6^{3}/_{10}$	141 0

	THROUGHOUT THE STATE.	
	Per Hour.	Per Week.
(*b*) In or about a crematorium.	s. d.	s. d.
* Operator in charge ..	4 $3^{3}/_{10}$	173 0
Other operator ..	3 $11^{17}/_{20}$	159 6
All others	3 $7\frac{1}{5}$	144 0

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed for an Operator in Charge whilst he is so required to act.

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

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

No. 664.—7406/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 665] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CYCLE TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 39 of the 20th January, 1949, shall be replaced by the following clause :—

2.

(a) *Apprentices.

	Weekly Wages. s.	d.
1st year	33	0
2nd „	41	0
3rd „	65	0
4th „	95	6
5th „	126	3

And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.

PROPORTION (IN ANY PLACE).

One apprentice to every three or fraction of three persons receiving not less than 153s. per week.

(b) *Improvers.

	Weekly Wages. s.	d.
1st year	32	0
2nd „	39	3
3rd „	63	3
4th „	92	3
5th „	123	0

And thereafter four-fifths of the journeyman's rate.

Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.

PROPORTION (IN ANY PLACE).

One improver to one person receiving not less than 153s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.

(c) Other Employees.

	Weekly Wages Day Shift. s.	d.
Foremen, where over five adults are employed ..	185	6
Foremen, where five adults or fewer are employed	181	9
Lathe hands	180	0
Builders and repairers of motor cycle frames and frames other than cycle frames	166	3
Builders or repairers or brazers of cycle frames..	165	0
Other repairers of motor cycles (except lathe hands)	166	3
Other repairers (except lathe hands) ..	165	0
Assemblers of motor cycles	165	0
Other assemblers	157	6
Filers on motor and other cycles	157	6
Wheel-builders on motor and other cycles ..	157	6
Foremen in rim-making	169	6
All others employed in rim-making	157	6
Persons cleaning off joints by sand-blasting or by shot-blasting	157	6
Handle-bar benders—		
By the mandrel method	153	0
By any other method	157	6
Persons not provided for otherwise	147	0

* Except those covered by the Apprenticeship Act.

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

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

No. 665.—7413/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 666] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 42 of the 2nd February, 1948, shall be replaced by the following clause :—

2.

Apprentices or Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
1st six months' experience ..	21 6	0 6	22 0
2nd ,, ,, ..	32 9	1 0	33 9
3rd ,, ,, ..	45 0	1 3	46 3
4th ,, ,, ..	56 9	1 9	58 6
5th ,, ,, ..	68 6	2 0	70 6
6th ,, ,, ..	79 6	2 3	81 9
7th ,, ,, ..	90 0	2 6	92 6
8th ,, ,, ..	112 3	3 0	115 3

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 199s. per week.

Improvers.

One improver to every ten or fraction of ten workers receiving not less than 199s. per week.

Other Employees.

WAGES PER WEEK OF 40 HOURS.

—	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Chief Pharmaceutical Chemist ..	233 0	6 0	239 0
Assistant Pharmaceutical Chemist	193 0	6 0	199 0
Unqualified Assistant	183 0	6 0	189 0
Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations ..	118 6	3 0	121 6

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

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

No. 666—7414/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 667] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 69 of the 7th February, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.

—	Apprentices. Commencing Age. Under 16 Years.	16 or 17 Years.	Over 17 Years.	Improvers.
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	33 0	44 0	54 9	38 0
2nd " " ..	49 6	60 6	77 0	57 0
3rd " " ..	65 9	82 6	104 3	72 6
4th " " ..	88 0	110 0	141 0	96 9
5th " " ..	110 0	141 0	..	115 3
6th " " ..	141 0	..	..	147 6

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—

Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than 176s. per week.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.

	s.	d.
Under 16 years of age	33	0
16 years of age	41	9
17 years of age	52	9
18 years of age	71	6
19 years of age	88	0
20 years of age	110	0

Other Employees.

	s.	d.
Die Sinker, by hand and/or by machine	193	0
Badge Toolmaker	171	0
Steel Stamp Cutter	181	0
Engravers by hand	176	0
Engravers, copper plate	176	0
Pantagraph Operator (other than die sinking or steel stamp cutting)	165	0
Stencil Plate Cutter	155	0
Drop Hammer Stamper who sets dies and makes force	152	0
Press Operator	150	0
Other Employees with not less than three months' experience in the Industry	136	0
All Others	130	0

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

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

No. 667.—7417/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 668] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 30 of the 11th January, 1949, shall be replaced by the following clause:—

2. *Wages.*

Apprentices and Improvers.

—	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.
		s. d.	s. d.	s. d.
1st year's experience	38·4	..	2 6	49 6
2nd year's experience	41·9	..	2 6	53 6
3rd year's experience	50·0	1 6	1 6	64 0
4th year's experience	83·0	2 0	2 3	105 6
5th year's experience	100·0 plus 6s.	2 0	3 0	133 0

PROPORTION (WITHIN ANY PLACE).
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees

(*a*) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—

All Employees .. *177s. per week of 40 hours

(*b*) Employed outside the areas specified in paragraph (*a*):—

All Employees .. *174s. per week of 40 hours

* Including a loading of 6s. per week.

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

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

No. 668.—7419/49. —PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 669] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 667 of the 22nd June, 1948, shall be replaced by the following clause:—

2.

IMPROVERS.

Wages per Week of 40 Hours.

Age.	Males. s. d.	Females. s. d.
Under 16 years..	37 6	33 6
16 years	47 9	37 6
17 „	64 3	44 0
18 „	71 3	53 0
19 „	93 6	63 6
20 „	105 6	71 9

PROPORTION (IN ANY PLACE).

Improvers.

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

Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	s. d.
MALES.	
Persons employed in the cotton wool bleaching department	158 6
Woollen pickers	155 6
Feeders of—	
Rag machines	153 6
Other machines	153 6
Rippers	153 6
Persons operating milling machine, hardening machine, or tentering machine	153 6
Persons operating other machines	153 6
Assistant to persons operating milling machine, hardening machine, or tentering machine ..	151 6
Assistant to persons operating other machines	151 6
Cotton pickers	150 6
All others	149 6
Leading hands, if in charge of four or more workers	5s. a week extra
FEMALES.	
Feeders of rag machines	111 0
Feeders of machines other than rag machines ..	96 9
Rippers	92 6
Woollen pickers	98 3
Cotton pickers	92 6
Weighers and wrappers of cotton wool	92 6
All others	92 6
Leading hands, if in charge of four or more workers	5s. a week extra

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

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

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

No. 669.—7420/49.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 670] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

LAW CLERKS BOARD.

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

2. *IMPROVERS.

MALES.
Wages per Week.

Experience.	Commencing Age. Under 16 Years.	16 Years.	17 Years.	18 Years or Over.
	s. d.	s. d.	s. d.	s. d.
1st year	37 3	37 3	40 9	44 0
2nd year	49 0	49 0	58 3	70 9
3rd year	58 3	62 9	83 0	95 0
4th year—				
1st six months	77 3	86 6	98 0	120 6
2nd six months	77 3	86 6	120 6	122 6
5th year—				
1st six months	103 9	108 6	139 6	145 9
2nd six months	103 9	136 3	139 6	145 9
6th year and until 21 years of age	139 6	145 9	..	..

FEMALES.
Wages per Week.

Experience.	s. d.
1st year	37 9
2nd year	44 9
3rd year	57 6
4th year	71 6
5th year and until 21 years of age	87 9

PROPORTION (in any place).

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

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

OTHER EMPLOYEES.

—	Wages per Week. Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
Males.	£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—		
1st year's experience	7 9 0	7 6 0
2nd year's experience	7 14 0	7 11 0
3rd year's experience	7 19 0	7 16 0
All others	8 1 6	7 18 6
Females.		
All adults	5 16 6	5 13 6

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

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

No. 670.—7423/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 671] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 16 of the 7th January, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK.

(a) Juniors.

—	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.
		s. d.	s. d.	£ s. d.
Under 16 years of age ..	25	0 6	2 0	1 13 0
16 years of age ..	35	0 9	3 0	2 6 6
17 years of age ..	47½	1 0	4 0	3 3 0
18 years of age ..	60	1 0	5 0	3 19 0
19 years of age ..	75	2 0	6 0	4 19 6
20 years of age ..	90	2 0	7 0	5 19 0

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

(b) Other employees.

Oxygen, Acetylene, Air, Nitrogen, CO_2, and Hydrogen.	£ s. d.
Acetylene plant attendant	8 5 6
Acetylene generator attendant	7 17 6
Operator of dry-ice machine	7 12 0
Cylinder tester and/or valve hand ..	7 12 0
Cylinder filler	7 10 0
Other employees with not less than three months' experience in the industry ..	6 17 0
All others	6 11 0

The Board has determined that no apprentice shall be taken to the trade.

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.

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

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

No. 671.—7509/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

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

No. 672] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

LIFT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 583 of the 11th July, 1949, shall be replaced by the following clause:—

2. EMPLOYEES.

	Weekly Wage. s. d.	*Note.*
Senior lift attendant (male or female) i.e., a person who directs passengers to and/or controls the departure of three or more lifts	162 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female)	150 0	

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

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

No. 672 —7513/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 673] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 715 of the 22nd July, 1948, shall be replaced by the following clause :—

2.

(*a*) Apprentices or Improvers.

Broom Section.

	Wages per Week of 40 Hours. s. d.
1st Year ..	32 6
2nd „ ..	40 9
3rd „ ..	53 0
4th „ ..	73 3
5th „ ..	89 3
6th „ ..	113 6

And thereafter the minimum wage.

Feather Duster or Mop Sections.

MALES.

	Wages per Week of 40 Hours. s. d.
1st Year ..	32 6
2nd „ ..	40 9
3rd „ ..	53 0
4th „ ..	73 3
5th „ ..	89 3
6th „ ..	113 6

And thereafter the minimum wage.

FEMALES.

	Wages per Week of 40 Hours. s. d.
1st Year ..	32 6
2nd „ ..	40 9
3rd „ ..	44 9
4th „ ..	53 0
5th „ ..	61 0
6th „ ..	73 3

And thereafter the minimum wage.

PROPORTION IN ANY FACTORY OR PLACE.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 143s. per week of 40 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 143s. per week of 40 hours.

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 143s. per week of 40 hours.

Two female improvers to every female worker receiving not less than 95s. 3d. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 143s. per week of 40 hours.

Two female improvers to every female worker receiving not less than 95s. 3d. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 143s. per week of 40 hours, or the prescribed piece-work prices.

(*b*) Other Employees.

Broom Making.

	Wages per Week of 40 Hours. s. d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	166 6
Second sorter	161 6
Maker or sewer	166 6
Cutter off	157 0
All others	143 0

Feather Duster Making.

	Wages per Week of 40 Hours. s. d.
Males	143 0
Females	95 3

Mop Making.

	Wages per Week of 40 Hours. s. d.
Males	143 0
Females	95 3

Clauses, other than clause 2, of the said Determination shall remain in force, provided that in clause 14 the amount of 32s. wheresoever appearing shall be increased to 45s.

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

No. 673.—7517/49.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 674] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

MINERAL EARTHS BOARD.

Clause 2 of Part 1, and clause 18 of Part 2 of the Determination published in *Government Gazette* No. 289 of the 23rd March, 1949, shall be replaced by the following clauses:—

PART 1.

Persons OTHER THAN those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

	s.	d.
Under 17 years of age	45	9
17 to 18 years of age	79	3
18 to 19 years of age	103	9
19 to 21 years of age	122	0

Proportion (in any place).

One improver to every six adult employees.

(*b*) OTHER EMPLOYEES.

	s.	d.
Mill attendants	160	6
Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	153	6

Leading Hands—

Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

PART 2.

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

18. * WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

Males.

	s.	d.
Under 17 years of age	45	9
17 to 18 years of age	79	3
18 to 19 years of age	103	9
19 to 21 years of age	122	0

Females.

Under 16 years of age	36	6
16 to 17 years of age	48	9
17 to 18 years of age	51	9
18 to 19 years of age	61	0
19 to 20 years of age	70	3
20 to 21 years of age	79	3

PROPORTION (IN ANY PLACE).

Males.

One male improver to every six adult employees.

Females.

One female improver to every four or fraction of four female workers receiving not less than the adult female rate.

(*b*) Other Employees.

Males.

	s.	d.
Leading charging hand	173	0
Assistant charging hand	157	0
Notcher	173	0
Oven hands	165	0
Process worker (including taker off conveyor or granulator attendant)	153	0

Leading Hands—

Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.

Females.

	s.	d.
Adult females	103	9

* These wages are loaded to compensate for industry disabilities.

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

By Authority: J. J. GOUBLEY, Government Printer, Melbourne
No. 674.—7518/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 675] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 705 of the 16th July, 1948, shall be replaced by the following clause :—

2.

Apprentices or Improvers.			Other Employees.	
Wages.	Per Week of 40 Hours.		Wages.	Per Week of 40 Hours.
	Males.	Females.		
	s. d.	s. d.		s. d.
15 years of age or under ..	27 6	27 3	Propagators in charge of one or more employees working under glass	161 0
16 years of age	35 0	29 6	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	150 6
17 years of age	49 0	42 6	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	91 0
18 years of age	67 6	58 3	Nursery labourers	135 0
19 years of age	80 6	72 9		
20 years of age	110 3	84 9		

PROPORTION.

Apprentices.

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

Improvers.

One improver to every three or fraction of three workers receiving not less than 135s. per week of 40 hours.

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

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

No. 675.—7522/49.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 676] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

PAINT AND COLOUR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 602 of the 21st July, 1949, shall be replaced by the following clause:—

2. IMPROVERS.*

Males.	Wages Per Week of 40 Hours.	Females.	Wages Per Week of 40 Hours.
	s. d.		s. d.
15 years of age	56 3	16 years of age	46 6
16 years of age	62 0	17 years of age	55 9
17 years of age	74 3	18 years of age	66 3
18 years of age	88 3	19 years of age	76 9
19 years of age	102 6	20 years of age	91 0
20 years of age	121 6		

*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.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

—	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Males—			
Varnish maker or natural gum runner	177 0	3 0	180 0
Oil boiler or burner or chemical colour maker	171 0	3 0	174 0
Tinter of paint, lacquer or enamel	167 0	3 0	170 0
Varnish maker's assistant	156 0	3 0	159 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker	154 0	3 0	157 0
All others	147 0	3 0	150 0
Females	96 9	3 0	99 9

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

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

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

No. 676.—7523/49.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 677] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 640 of the 11th June, 1948, shall be replaced by the following clause :—

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Wages per Week. Males.	Wages per Week. Females.
	s. d.	s. d.
16 years of age or under	45 0	45 0
17 years of age ..	59 0	53 0
*18 years of age ..	79 0	66 0
*19 years of age ..	99 6	78 6
*20 years of age ..	123 0	89 6

PROPORTION.

Apprentices.

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

An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.

Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

OTHER EMPLOYEES.

—	Wages per Week. Males.	Wages per Week. Females.
	s. d.	s. d.
Operator of a camera other than—		
(i) An operator of an enlarging camera, and/or		
(ii) An operator making copy negatives from flat originals—		
*21 years of age	134 0	106 0
*22 years of age	148 0	132 6
23 years of age or over ..	170 0	155 0
Artists colouring or working up ..	149 6	103 6
Retouchers	153 6	109 0
Printers or developers—		
(a) Developing plates or films exposed by amateurs, or		
(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	153 6	105 0
Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	153 6	117 0
All others (including spotters) ..	147 0	96 6

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

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

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

No. 677.—7525/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 678] THURSDAY, AUGUST 18. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination made on the 11th July, 1949, and in force on and from the same date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.

Age.	Males.	Females.
	s. d.	s. d.
16 years of age and under	57 0	57 0
17 years of age	68 3	62 9
18 years of age	85 6	68 6
19 years of age	102 9	74 3
20 years of age	122 3	85 6

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).

Apprentices or Improvers.

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

An indenture of apprenticeship has been prescribed by the Board.

(b) Other Employees.

	s. d.
Adult Males—	
Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room	155 6
All others	147 6

Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.

Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.

If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.

	s. d.
Adult females	102 6

Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".

Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".

Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".

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

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

No. 678.—7526/49.—PRICE 3D.

[4745]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 679] **THURSDAY, AUGUST 18.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

RETAIL DAIRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 904 of the 26th August, 1948, shall be replaced by the following clause:—

2.

Improvers.

WAGES.*

	Per Week of 40 Hours.	
	Shift Workers.	All Others.
	s. d.	s. d.
Under 16 years..	..	63 3
16–17 years ..	..	74 6
17–18 „ ..	..	83 6
18–19 „ ..	107 0	95 0
19–20 „ ..	117 6	106 3
20–21 „ ..	125 9	115 3

PROPORTION (IN ANY PLACE).
Males.

One improver to every eight or fraction of eight workers receiving not less than 146s. 6d. per week of 40 hours.

Other Employees.

WAGES.*

	Per Week of 40 Hours.					
	Shift Workers.			All Others.		
	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager	165 0	2 0	167 0	157 6	2 0	159 6
Foreman	165 0	2 0	167 0	157 6	2 0	159 6
Operator of—						
Separator, pasteurizer, or milk cooler	153 0	2 0	155 0	145 6	2 0	147 6
Washer or sterilizer of cans or bottles ..	153 0	2 0	155 0	145 6	2 0	147 6
All others	152 0	2 0	154 0	144 6	2 0	146 6

* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 7s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act* 1934 that this trade is so unskilled that no person should be taken as an apprentice to it.

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

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

No. 679.—7528/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 680] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL CLERKS BOARD.

Clause 2 of the Determination published in Government Gazette No. 609 of the 26th July, 1949, shall be replaced by the following clause:—

2. * APPRENTICES OR IMPROVERS.

MALES. Wages per Week.		FEMALES. Wages per Week.				
Age.		Age.	Apprentices.	Improvers.		
				Typists, Stenographers or Operators of Calculating, or Ledger-keeping Machines.	All Other Improvers.	
	s. d.		s. d.	s. d.	s. d.	
Under 16 years of age	47 6	Under 16 years of age ..	47 6	56 3	47 6	
16 years of age	59 3	16 years of age	53 3	62 0	53 3	
17 " "	77 0	17 " " ..	59 3	71 0	59 3	
18 " "	97 9	18 " " ..	71 0	79 9	71 0	
19 " "	118 9	19 " " ..	85 9	94 6	85 9	
20 " "	141 0	20 " " ..	94 6	103 9	94 6	

PROPORTION (IN ANY PLACE).

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

No. 680.—7409/49.—PRICE 3D.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

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

	Wages per Week. s. d.
Under 16 years of age	53 3
16 years of age	56 3
17 " "	65 3
18 " "	77 0
19 " "	89 0
20 " "	100 9

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

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a Radius of 25 Miles of the General Post Office, Melbourne, and within a Radius of 10 Miles of the Post Office, Geelong.		All Other Parts of Victoria.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
Stenographers, typists, or operators of calculating or ledger-keeping machines	161 6	116 3	158 6	108 9
Telephone switchboard attendants	161 6	111 3	158 6	108 9
All other adults	161 6	111 9	158 6	106 3

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

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

[4749]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 681] MONDAY, AUGUST 22 [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 52 of the 28th January, 1949, shall be replaced by the following clauses:—

2. *Wages per Week of 40 hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File chisel whetter	8 6 0	8 12 6	8 3 0
File inspector—First class	8 1 0	8 7 6	7 18 0
File inspector (other)—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 15 0	8 1 6	7 12 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
File cutter—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
Hand hammer file forger—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
File tang roller—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	8 1 0	8 7 6	7 18 0
File compound controller	7 19 6	8 6 0	7 16 6
File edge grinder—			
(a) First three months' experience as such	7 13 0	7 19 6	7 10 0
(b) Thereafter	7 19 0	8 5 6	7 16 0
File side grinder—			
(a) First three months' experience as such	7 13 0	7 19 6	7 10 0
(b) Thereafter	7 19 0	8 5 6	7 16 0
File hardener—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 19 0	8 5 6	7 16 0
File point roller—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 19 0	8 5 6	7 16 0
File bar clipper—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 16 0	8 2 6	7 13 0
File roll flattener—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 16 0	8 2 6	7 13 0

Wages per Week of 40 hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File brander			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 16 0	8 2 6	7 13 0
Half round or round file grinder—			
(a) First three months' experience as such	7 13 0	7 19 6	7 10 0
(b) Thereafter	7 15 0	8 1 6	7 12 0
File tang and point trimmer—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 13 0	7 19 6	7 10 0
File miller—			
(a) First three months' experience as such	7 10 0	7 16 6	7 7 0
(b) Thereafter	7 15 0	8 1 6	7 12 0
File acider	7 15 0	8 1 6	7 12 0
File sand blaster	7 13 6	8 0 0	7 10 6
Semi-automatic hammer file forger	7 13 0	7 19 6	7 10 0
File straightener (hand)	7 13 0	7 19 6	7 10 0
File grinder (other)	7 13 0	7 19 6	7 10 0
File edge setter (machine or hand)	7 13 0	7 19 6	7 10 0
File stripper (machine or hand)	7 13 0	7 19 6	7 10 0
File chisel grinder	7 13 0	7 19 6	7 10 0
File cropper	7 13 0	7 19 6	7 10 0
File point grinder	7 13 0	7 19 6	7 10 0
File safe edger	7 13 0	7 19 6	7 10 0
File tang bluer	7 13 0	7 19 6	7 10 0
File anneal loader	7 11 0	7 17 6	7 8 0
File straightener (machine)	7 10 0	7 16 6	7 7 0
File counter	7 10 0	7 16 6	7 7 0
File drier	7 10 0	7 16 6	7 7 0
File oiler	7 10 0	7 16 6	7 7 0
File paster	7 10 0	7 16 6	7 7 0
File ringer	7 10 0	7 16 6	7 7 0
Other employees with not less than three months' experience in this industry	6 17 0	7 3 6	6 14 0
All others	6 11 0	6 17 6	6 8 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations:—

Automatic file blanking machine operator;
File bar clipper;
File brander;
File cutter;
File edge grinder;
File hardener (where a fixture is used);
File point roller;
File roll flattener;
File side grinder;
File tang and point trimmer;
File tang roller;
Hand hammer file forger.

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.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.						
Under three months' experience	65	3 0	6 0	4 8 6	4 12 6	4 6 6
All others	75	3 0	7 0	5 1 6	5 6 6	4 19 0
II.—Junior Females.						
17 years of age and under	40	1 0	3 6	2 13 6	2 16 0	2 12 0
18 years of age	47½	1 3	4 0	3 3 0	3 6 6	3 2 0
19 years of age	55	1 6	4 6	3 13 0	3 16 6	3 11 6
20 years of age	62½	2 0	5 0	4 3 0	4 7 6	4 1 6
III.—Junior Males.						
Under 16 years of age	25	0 6	2 0	1 13 0	1 14 6	1 12 0
16 years of age	35	0 9	3 0	2 6 6	2 8 6	2 5 6
17 years of age	47½	1 0	4 0	3 3 0	3 6 0	3 1 6
18 years of age	60	1 0	5 0	3 19 0	4 3 0	3 17 6
19 years of age	75	2 0	6 0	4 19 6	5 4 6	4 17 0
20 years of age	90	2 0	7 0	5 19 0	6 4 6	5 16 0

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

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

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

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles ;
using electric arc or oxy acetylene blow pipe.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 682] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

JEWELLERS BOARD

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

2. WAGES PER WEEK OF 40 HOURS.

Classification.	—
	£ s. d.
Precious gem mounter	9 13 0
Setter of precious gems	9 13 0
Mounter—1st Class	9 0 0
Mounter—2nd Class	8 5 0
Drop hammer operator who sets dies and makes force	8 15 6
Drop hammer operator, other	7 12 0
Setter	8 10 6
Melter and alloyer	8 10 6
Lapper	8 10 6
Polisher	7 18 0
Assembler and solderer	7 18 0
Solderer, other	7 12 0
Die setter	7 14 0
Engine turner	7 10 0
Press operator	7 10 0
Process worker (as defined)	7 10 0
Carder	7 1 0
Pinner up	7 1 0
Other employees with not less than three months' experience in this industry	6 17 0
All others	6 11 0

LEADING HANDS.

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

APPRENTICESHIP.

Contract of Apprenticeship.

3. (*a*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;

(ii) the date of birth of the apprentice;

(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;

(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;

(v) the date at which the apprenticeship is to commence or from which it is to be calculated;

(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

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

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

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

Proportion.

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

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

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
Four and five-year terms—				
1st year	25	0 0	0 9	1 11 0
2nd year	33	1 0	1 0	2 2 6
3rd year	50	1 6	1 6	3 4 0
4th year	83	2 0	2 3	5 5 6
5th year	100 plus 6s.	2 0	3 0	6 13 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	29	0 0	0 9	1 16 0
2nd year	50	1 0	1 6	3 3 6
3rd year	83	2 0	2 3	5 5 6
4th year	100 plus 6s.	2 0	3 0	6 13 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.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
		I.—Adult Females.		
Under three months' experience	65	3 0	6 0	4 8 6
All others	75	3 0	7 0	5 1 6
		II.—Junior Females.		
17 years of age and under	40	1 0	3 6	2 13 6
18 years of age	47½	1 3	4 0	3 3 0
19 years of age	55	1 6	4 6	3 13 0
20 years of age	62½	2 0	5 0	4 3 0
		III.—Junior Males.		
Under 16 years of age	25	0 6	2 0	1 13 0
16 years of age	35	0 9	3 0	2 6 6
17 years of age	47½	1 0	4 0	3 3 0
18 years of age	60	1 0	5 0	3 19 0
19 years of age	75	2 0	6 0	4 19 6
20 years of age	90	2 0	7 0	5 19 0

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

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

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

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;

(ii) if under 18 years of age—
die setting on power presses.

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

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

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 683] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 163 of the 25th February, 1949, shall be replaced by the following clauses:—

2. —	Wages per week of 40 hours. Within the Metropolitan District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	s. d.	s. d.
Bedstead smith	153 0	150 0
Chill fitter called on to design and model	168 0	165 0
Other chill fitter	153 0	150 0
Machinist	150 0	147 0
Plater in charge	165 0	162 0
Plater's assistant	151 0	148 0
Polisher and grinder	152 0	149 0
Chipper and caster	149 0	146 0
Bedstead fitter and mounter	153 0	150 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	152 0	149 0
Japanner and lacquerer	150 0	147 0
Other employees with not less than three months' experience in the industry	137 0	134 0
All others	131 0	128 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

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

(*b*) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.

(*c*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(*d*) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(*e*) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(*f*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

No. 683.—7397/49.—PRICE 3D.

4. JUNIOR MALE AND FEMALE LABOUR.

The following scale of wages shall apply to unapprenticed male junior labour and to female labour:—

—	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Constant).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		s. d.	s. d.	s. d.	s. d.
(a) Junior Males.					
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		42 0	0 9	2 6	45 3
17 and under 18 years of age		74 6	1 0	4 6	80 0
18 and under 19 years of age		92 6	2 0	6 0	100 6
19 and under 21 years of age		111 6	2 6	7 0	121 0
(b) Adult Females.					
If of less than 12 months' experience	65		3 0	6 0	88 6
Of 12 months' experience or more	75		3 0	7 0	101 6
(c) Junior Females.					
17 years of age and under	40		1 0	3 6	53 6
18 years of age	47½		1 3	4 0	63 0
19 years of age	55		1 6	4 6	73 0
20 years of age	62½		2 0	5 0	83 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of male juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 24 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. The wages of females shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 684] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CHAFF-CUTTERS BOARD.

Clauses 2 and 14 of the Determination published in *Government Gazette* No. 299 of the 7th April, 1949, shall be replaced by the following clauses :—

2.

Apprentices or Improvers.

Wages per week of 40 hours.

Apprentices.

	s.	d.
1st year	75	6
2nd "	81	0
3rd "	96	9
4th "	107	0
5th "	122	3

Improvers.

Under 17 years of age	75	6
17 years of age	81	0
18 " "	96	9
19 " "	107	0

and thereafter the rate for "Other Employees".

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 143s. per week of 40 hours.

An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.

Improvers.

One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 150s. per week of 40 hours.

Other Employees.

Wages per week of 40 hours.

CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.

	s.	d.
Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	155	0
Drivers of Motor trucks—		
(*a*) having a carrying capacity of 25 cwt. or less	150	6
(*b*) having a carrying capacity over 25 cwt. but not over 3 tons	156	6
(*c*) over 3 tons but under 6 tons	159	0
Further tonnage—for each complete ton over 5, an extra 1/- per week.		
Carter driving one horse	147	0
" " two horses	153	0
" " three horses	155	6
And 2s. 6d. extra per week for every additional horse.		
Chaff-cutter feeders—		
(*a*) in stationary mills	152	6
(*b*) on travelling plants	158	6
Stablemen	143	0
All others—		
(*a*) in stationary mills	150	0
(*b*) on travelling plants	156	0

CORN-CLEANING OR CORN-GRADING.

Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	155	0
All others	150	0

No. 684.—7407/49. —PRICE 3D.

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a) —	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON
	s. d.	s. d.	s. d.	s. d.	s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	3 10¾	3 3¼	2 8¼	2 6¼	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	5 0	4 1	3 7½	3 1	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 3¼	3 7½	..	..	3 7½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	5 0	4 1	..	..	3 7½

(b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press .. .. .. s. 2 d. 9¾ per ton.

Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 3 3¼ per ton.
(ii) Where more than four persons are employed .. .. 2 9¾ per ton.

Clauses, other than clauses 2 and 14, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 685] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CONFECTIONERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 294 of the 5th April, 1949, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages.

Males.	Per Week.
(Assisting the Storeman and Packer.)	s. d.
18 years of age and under 19 years	87 6
19 years of age and under 20 years	107 6
20 years of age and under 21 years	130 0
All Other Males.	
16 years of age and under ..	55 9
17 years of age	68 0
18 years of age	92 6
19 years of age	105 9
20 years of age	118 0

Females.	Per Week.
	s. d.
16 years of age and under ..	43 9
17 years of age	56 0
18 years of age	68 3
19 years of age	80 9
20 years of age	93 6

PROPORTION.

(Assisting the Storeman and Packer.)

One male apprentice to every three or fraction of three male workers receiving not less than 158s. per week.

One male improver to every four or fraction of four male workers receiving not less than 158s. per week.

Other Males.

Two male juniors to every three male adult workers receiving not less than the adult minimum rate.

PROPORTION.

Three female juniors to every two female adults receiving not less than the adult minimum rate.

OTHER EMPLOYEES.

Wages per Week.

3.

	s.	d.
Males.		
Confectioners, Group 1.	170	0
Confectioners, Group 2.	164	0
Confectioners, Group 3.	158	0
Confectioners, Group 4.	152	0
Confectioners, Group 5.	146	0
Storeman or packer—		
(*a*) Who works singly	159	6
(*b*) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz :—		
(i) 1, 2, 3, 4, 5 or 6 such persons	161	9
(ii) 7 or more such persons	175	9
Other storeman or packer engaged in the despatch or bulk receiving stores	155	0
Females.		
All adult females	109	6

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 686] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 101 of the 25th February, 1948, shall be replaced by the following clause:—

JUNIORS.

2. (*a*) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age	2 8 0	2 8 9
16 years of age	2 15 6	2 14 9
16½ years of age	3 0 3	2 19 6
17 years of age	3 6 6	3 6 6
17½ years of age	3 12 6	3 12 6
18 years of age	3 19 6	3 18 0
18½ years of age	4 9 0	4 4 3
19 years of age	4 16 0	4 9 9
19½ years of age	5 9 6	4 12 6
20 years of age	5 16 6	4 16 0
20½ years of age	6 10 3	4 19 3

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

No. 686.—7412/49.—PRICE 3D.

OTHER EMPLOYEES.

(b)

—	Wages Per Week. £ s. d.
Males.	
First rope layer on heavy type 12 strand machine	8 4 0
Rope layer on heavy type 9 strand machine	7 19 0
Foreman in charge of spinning and preparing departments	8 0 0
Other rope layers in walk with travellers	7 15 0
Rope splicer on driving ropes and springs	7 14 0
Storeman in charge	7 12 0
Packer working press (hand or power) pressing over 28 lb. in weight	7 10 0
Rope house machinist making 2 inch up to and including 4 inch	7 10 0
Rope house machinist making over 4-inch	7 13 0
Power reeler or finisher in connexion with heavy type 12 strand machine	7 10 0
Feeder or first spreader	7 8 0
Traveller driver on heavy type 12 strand machine	7 8 0
Damp mixer or batcher	7 7 0
Feeder of softeners or batchers	7 7 0
Rope and binder twine packer	7 7 0
Winder and warper in tarring department	7 8 0
Winding oiling and tarring yarn	7 8 0
Oiler and/or belt repairer	7 8 0
Maker of rope fenders	7 8 0
Maker of pig nets	7 7 0
Maker of camouflage nets	7 5 0
Power reeler or finisher in walk	7 7 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	7 5 0
Layer of lines or cords in walk	7 11 0
Twister or layer of yarn in walk	7 7 0
Opening Manilla hemp	7 5 0
Scutcher	7 5 0
Lumping, loading or unloading hemp, flax or twine in store or factory	7 5 0
Feeder of tow breaker card	7 5 0
Lumping hemp flax or binder twine on wharf	7 8 0
Tacking and balling shop twine	7 7 0
Mat finisher	7 7 0
Maker of fishing lines	7 7 0
Hand reelers	7 5 0
Matting weavers	7 7 0
Drivers of motor waggons with capacity not exceeding 25 cwt.	7 12 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons	7 17 0
Drivers of motor waggons with capacity exceeding 3 tons	8 0 0
Employees pinning hackles, gills and card staves	7 5 0
Dye house and flax boiling department operatives	7 5 0
All other machine operators or employees feeding or taking from machines	7 5 0
All others	7 2 0
Females.	
Balling binder twine	5 11 0
Balling lashing	5 11 0
Bagging binder twine	5 10 0
Feeding breaker card with clock	5 11 0
Feeding spreaders	5 10 0
Feeding finisher cards (hemp)	5 10 0
Spinning	5 16 0
Wet spinning	5 17 0
Ring frame operative	5 11 0
All other machine operators or employees feeding or taking from machines	5 10 0
All others	5 7 0

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

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

[4765]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 687] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

JAM TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 322 of the 29th April, 1949, shall be replaced by the following clauses:—

ADULT EMPLOYEES.

2. (*a*) *Males—Weekly Hands.*

—	Wages per Week. £ s. d.
Foreman (first jam maker)	8 16 6
Assistant jam maker (as defined)	8 4 0
Foreman packer in charge of despatch and packing department	8 4 0
Foreman sauce, chutney, pickles or condiment maker (as defined)	8 4 0
Fruit or vegetable preserver (as defined)	8 4 0
Fruit crystallizer	8 0 6
Candy peel-maker in charge	7 19 0
Operator of peach-pitting or pear-preparing machine	7 17 0
Foreman, bottle department	7 14 0
Foreman packer's assistant	7 14 0
Foreman, pulp department	7 14 0
Man working in connexion with freezing or cooling chambers	7 14 0
Man working in dehydrating tunnel	7 14 0
Operator of labelling machine labelling canned goods	7 14 0
Operator of fruit or vegetable lye machine	7 14 0
Syrup maker, i.e., a person who actually boils the syrup	7 14 0
Tapper	7 14 0
Driver of power-driven factory truck	7 13 0
Employees engaged in inspecting fruit for acceptance or rejection	7 13 0
Employee in fruit crystallizing department, other than fruit crystallizer	7 13 0
Storeman and packer (as defined)	7 12 0
Employees operating can-closing machine	7 14 0
Employee engaged feeding into and/or taking from lacquer machine	7 10 0
Employees feeding into and/or taking from bottle-washing machine	7 15 0
Employee engaged in bottle-washing department	7 10 0
Retort hand (as defined)	7 10 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	7 10 0
All others	7 8 0

Provided that

(i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;

(ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;

(iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

No. 687.—7510/49.—PRICE 3D.

(b) Females—Weekly Hands.

—	Wages per Week. £ s. d.
Head forewoman	4 17 0
Forewoman's assistant	4 7 0
Head woman supervisor	4 7 0
Supervisor (as defined)	4 5 0
Employees engaged in—	
(i) clipping piecework tickets	4 5 0
(ii) cutting or pulping lemons or pineapples	
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating a peach-pitting or pear-preparing machine	4 8 0
(v) operating can-closing machines	4 5 0
(vi) packing clear mixed pickles into glass containers	
(vii) pouring out or filling jam by hand	
(viii) pouring out pulp by hand	
(ix) stirring jam, sauce, or pulp	
(x) washing bags	
(xi) working at a fruit press	
(xii) feeding peach slicing machine	
(xiii) feeding into and/or taking from lacquer machine	4 1 0
(xiv) feeding into and/or taking from bottle-washing machine	4 6 0
(xv) bottle-washing department	4 1 0
All other adult females, i.e., females 18 years of age or over	3 19 0

Provided that—

(i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;

(ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks, she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

Adult Male Employees—Casual Hands.

3. (*a*) A casual adult male employee, that is to say, an employee who is at any one time employed for less than three consecutive days, shall be paid at an hourly rate which shall be calculated on the weekly rate for the work upon which he is employed, plus 50 per cent. An employee employed as aforesaid shall be paid for not less than four hours on each engagement.

(*b*) Any adult male employee who is employed at any one time for more than two consecutive days shall thereafter be deemed to be a weekly employee for the purposes of this Determination.

4. **Junior Employees.**

—	Wages per Week. Wages. £ s. d.	Loading. s. d.	Total Weekly Wage. £ s. d.
(i) Males—			
Under 17 years of age	2 12 6	3 0	2 15 6
17 years of age and under 18 years of age	3 5 6	3 0	3 8 6
18 years of age and under 19 years of age	3 19 3	4 0	4 3 3
19 years of age and under 20 years of age	4 12 6	4 0	4 16 6
20 years of age and under 21 years of age	5 5 9	5 0	5 10 9
Provided that any junior male employee employed operating a peach-pitting or pear-preparing machine shall be paid 9s. per week in addition to the above rates.			
(ii) Females—			
Under 18 years of age	2 18 3	..	2 18 3
Provided that any junior female employee employed operating a peach-pitting or pear-preparing machine shall be paid 9s. per week in addition to the above rate.			

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 688] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

LAUNDRY WORKERS BOARD.

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

2.

Apprentices and Improvers.	Wages Per Week of 40 Hours.
	s. d.
MALES.	
15 years of age or under	39 9
16 years of age	46 3
17 years of age	65 3
18 years of age	70 3
19 years of age	87 0
20 years of age	103 0
FEMALES.	
15 years of age or under	37 6
16 years of age	42 3
17 years of age	52 3
18 years of age	59 6
19 years of age	66 0
20 years of age	70 6

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

No. 688.—7512/49.—PRICE 3D.

PROPORTION (in any place).

Apprentices and Improvers.

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

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	s. d.	s. d.	s. d.
MALES.			
Laundry Workers	145 0	3 0	148 0
FEMALES.			
Washers employed on washing machine or hydro extractor	143 6	3 0	146 6
Glad ironers	96 3	2 0	98 3
Hand washers	95 9	2 0	97 9
Employees on treadle shirt or collar ironing machines	92 3	1 9	94 0
Employees on treadle press machines	92 3	1 9	94 0
Employees backing shirts off treadle shirt ironing machines	92 3	1 9	94 0
Starched clothes ironers who completely iron any starched clothes articles by hand	92 3	1 9	94 0
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	88 9	1 9	90 6
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	86 3	1 9	88 0
Employees on automatic air-driven presses	86 3	1 9	88 0
All others	79 0	1 6	80 6

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

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

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 689] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 41 of the 20th January, 1949, shall be replaced by the following clauses:—

2.

Adults.	Wages 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.
Furnaceman—electric	8 4 0	8 10 6	8 1 0
Furnaceman—other	7 17 0	8 3 6	7 14 0
Furnaceman's assistant	7 11 0	7 17 6	7 8 0
Press operator	7 16 0	8 2 6	7 13 0
Die attendant	7 16 0	8 2 6	7 13 0
Hexagon straightener	7 14 0	8 0 6	7 11 0
Draw bench operator	7 10 0	7 16 6	7 7 0
Pickler	7 10 0	7 16 6	7 7 0
Other machine operator	7 10 0	7 16 6	7 7 0
Hand straightener	7 8 0	7 14 6	7 5 0
Pointer	7 7 0	7 13 6	7 4 0
Die striker	7 6 0	7 12 6	7 3 0
Other employees with not less than three months' experience in this industry	6 17 0	7 3 6	6 14 0
All others	6 11 0	6 17 6	6 8 0

Leading Hands.

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

No. 689.—7521/49.—PRICE 3D.

JUNIOR LABOUR.

3. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows :—

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Further Additional Loading.	Total Wage Payable. Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
			Foundries				
Under 16 years of age ..	25	0 6	1 0	2 0	1 14 0	1 15 6	1 13 0
16 years of age	33	0 9	1 9	2 6	2 5 6	2 7 6	2 4 6
17 years of age	60	1 0	3 0	5 0	4 2 0	4 6 0	4 0 6
18 years of age	75	2 0	4 0	6 0	5 3 6	5 8 6	5 1 0
19 years of age and over ..	90	2 6	4 6	7 0	6 4 0	6 9 6	6 1 0
			Elsewhere				
Under 16 years of age ..	25	0 6	..	2 0	1 13 0	1 14 6	1 12 0
16 years of age	35	0 9	..	3 0	2 6 6	2 8 6	2 5 6
17 years of age	47½	1 0	..	4 0	3 3 0	3 6 0	3 1 6
18 years of age	60	1 0	..	5 0	3 19 0	4 3 0	3 17 6
19 years of age	75	2	..	6 0	4 19 6	5 4 6	4 17 0
20 years of age	90	2 0	..	7 0	5 19 0	6 4 6	5 16 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

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

(*b*) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(*c*) Junior employees shall not be employed—

(i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles ; or
(ii) if under 18 years as furnacemen or assistants to furnacemen ; or
(iii) if under 18 years as a roller or an extrusion press operator.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 690] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III, and IV of the Determination published in *Government Gazette* No. 38 of the 20th January, 1949, shall be replaced by the following clauses:—

PART I.

This Part applies to employees on Tug Boats.

(Other than those employed by the Geelong Harbour Trust.)

1. (*a*) WAGES PER WEEK.

	£ s. d.
Fireman	8 14 6
A.B.	8 4 6

(*b*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

—	Ordinary Wage.	Sea-Going Allowance.	Total Wage
	£ s. d.	£ s. d.	£ s. d.
Fireman	6 16 6	1 17 0	8 13 6
A.B.	6 7 3	1 17 0	8 4 3
Ordinary Seaman	5 4 10	1 8 0	6 12 10

No. 690.—7527/49.—PRICE 3D.

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust.

WAGES PER WEEK.

1. (*a*) *Day Workers* :—

	£	s.	d.
A.B.	7	14	0
Deck Hand	7	5	0
Fireman	8	3	0
Greaser	8	4	0
Winchman	8	0	6
Coal Gang Hand	7	14	0
Diver	10	14	0

(*b*) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(*c*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(*d*) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(*e*) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (*a*) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbour Trust and shall operate as from the 20th February, 1948.

WAGES PER WEEK.

1. (*a*) *Day Workers* :—

	£	s.	d.
A.B.	7	14	0
Deck Hand	7	5	0
Fireman	8	3	0
Greaser	8	4	0
Winchman	8	0	6
Coal Gang Hand	7	14	0

(*b*) An additional amount of 1s. per week shall be paid to all persons employed as A.B's or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(*c*) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbour Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(*d*) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(*e*) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (*a*) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Parts I, II, III and IV, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 691] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOARDING SCHOOL EMPLOYEES BOARD.

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

WAGES.

2.(*a*) *Apprentices or Improvers.*

Males.	Per Week. s. d.	Females.	Per Week. s. d.
Under 17 years of age	68 9	Under 16 years of age	41 6
17 years of age and under 18	82 3	16 years of age and under 17	49 9
18 years of age and under 19	96 0	17 years of age and under 17½	58 0
19 years of age and under 20	109 9	17½ years of age and under 18	66 3
20 years of age and under 21	123 3	18 years of age and under 19	74 6
		and thereafter the minimum wage.	

Proportion (in any place).

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

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

No. 691.—7399/49.—PRICE 3D.

(b) *Other Employees.*

Males.	Per Week.	Females.	Per Week.
	£ s. d.		£ s. d.
First Cook, where the number of persons employed in the kitchen is		First Cook, where the number of persons employed in the kitchen is	
Eight or more	8 12 6	Eight or more	5 19 3
Five, six, or seven	8 7 6	Five, six, or seven	5 15 3
Four or less	8 2 6	Four or less	5 10 3
Cook employed alone	7 7 6	Cook employed alone	4 19 6
Second Cook, where the number of persons employed in the kitchen is		Second Cook, where the number of persons employed in the kitchen is	
Eight or more	7 17 6	Eight or more	5 6 0
Five, six, or seven	7 12 6	Five, six, or seven	5 0 9
Four or less	7 7 6	Four or less	4 16 0
Vegetable Cook	6 17 6	Vegetable Cook	4 7 9
Other Cooks	7 2 6	Other Cooks	4 12 9
Kitchenman, pantryman, houseman, or waiter	6 13 6	Head waitress	4 9 6
All others	6 13 6	Needlewoman or seamstress	4 9 6
		Kitchenmaid, pantrymaid, housemaid, or waitress	4 3 0
		All others	4 3 0

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

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

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

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

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

[4775]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

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

No. 692] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination made on the 7th July, 1949, and in force on the 22nd July, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Wages per Week of 40 Hours.
	s. d.
15 years of age or under	36 9
16 years of age	40 9
17 years of age	46 0
18 years of age	64 9
19 years of age	78 0
20 years of age	92 9

PROPORTION (WITHIN ANY PLACE).

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

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

No. 692.—7421/49.—PRICE 3D.

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	4 $1^1/_{20}$	163 6	40
Gardeners†	3 $9^3/_{20}$	150 6	
Gardeners' labourers	3 $6^9/_{10}$	143 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	3 $9^3/_{20}$	150 6	40
Gardeners' labourers	3 $6^9/_{10}$	143 0	
(2) All others—			
Foremen gardeners in charge of two or more employees ..	4 $1^1/_{20}$	163 6	40
Gardeners†	3 $9^3/_{20}$	150 6	
Gardeners' labourers	3 $6^9/_{10}$	143 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	4 $1^1/_{20}$	163 6	40
Gardeners†	3 $9^3/_{20}$	150 6	
Gardeners' labourers	3 $6^9/_{10}$	143 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	3 $9^3/_{20}$	150 6	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	4 $1^1/_{20}$	163 6	40
Gardeners†	3 $9^3/_{20}$	150 6	
Gardeners' labourers	3 $6^9/_{10}$	143 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	4 $1^1/_{20}$	163 6	40
All others	3 $9^3/_{20}$	150 6	

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

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

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

[4777]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 693] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 706 of the 16th July, 1948, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.		s. d.
If under 16 years of age	..	60 0
16 and under 18 years of age	..	75 6
18 and under 19 years of age	..	93 6
19 and under 20 years of age	..	121 0
20 years of age, minimum rate for class of work done.		

If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.

PROPORTION.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 146s. per week.

Improvers.

One improver to every three workers receiving not less than 146s. per week.

Other Employees. —	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.
Winding and haulage engine-drivers—		
(a) If they sometimes or always raise or lower human beings	187 6	184 6
(b) If they do not raise or lower human beings	181 6	178 6
Winch drivers—		
(a) If working underground or on surface of mines, and they raise or lower human beings	167 6	164 6
(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	163 0	160 0
(c) On dredges	163 0	160 0
Other drivers—		
(a) Attending to a steam engine with condenser attached	173 6	170 6
Attending to a steam engine without condenser	167 0	164 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 b.h.p. or over ..	167 0	164 0
(ii) if under 50 b.h.p. ..	162 0	159 0
Motor Drivers or Attendants—		
On motors over 250 horse power ..	167 0	164 0
On motors 100 horse power to 250 horse power inclusive ..	159 0	156 0
On motors under 100 horse power ..	153 0	150 0
Fireman	157 0	154 0
Fireman—First class	162 0	159 0
Greasers	153 0	150 0
Engine cleaner	149 0	146 0
Boiler cleaner	149 0	146 0
Trimmer and/or Fuelman	149 0	146 0

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	s.	d.	
17 years of age	90	0	per week
18 " "	108	6	"
19 " "	120	6	"

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 146s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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

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

[4779]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 694] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

PASTRYCOOKS BOARD.

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

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

Wages Per Week of 40 Hours.

Experience.	Commencing Age.						Overtime—
	Under 17 Years.			17 Years and Over.			For overtime rates for Apprentices and Improvers, see Clause 7.
	Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
First Year	29 6	1 3	30 9	40 6	1 9	42 3	
Second Year ..	40 6	1 9	42 3	54 3	2 3	56 6	
Third Year ..	54 3	2 3	56 6	78 9	3 3	82 0	
Fourth Year ..	78 9	3 3	82 0	107 6	4 6	112 0	
Fifth Year ..	107 6	4 6	112 0	..	..	..	

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

PROPORTIONATE NUMBER.

Apprentices.

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

Improvers.

One improver to the first three workers receiving not less than 165s. per week of 40 hours, and thereafter one improver to every six additional such workers.

No. 694.—7524/49.—PRICE 3D.

JUVENILE WORKERS.

Wages Per Week of 40 Hours.

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

—	Persons Engaged in General Work for the Whole of their Working Time						Females Engaged Decorating Christmas and New Year Cakes		
	Males.			Females.					
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
14 years of age ..	32 0	1 6	33 6	..	..	..	..	..	..
15 ,, ,, ..	35 9	1 6	37 3	30 3	1 6	31 9	35 9	1 9	37 6
16 ,, ,, ..	41 3	2 0	43 3	32 9	1 6	34 3	41 6	2 0	43 6
17 ,, ,, ..	48 9	2 3	51 0	41 6	2 0	43 6	48 9	2 3	51 0
18 ,, ,, ..	54 9	2 6	57 3	45 0	2 3	47 3	56 0	2 9	58 9
19 ,, ,, ..	61 6	2 9	64 3	49 6	2 6	52 0	63 9	3 0	66 9
20 ,, ,, ..	72 6	3 3	75 9	53 3	2 6	55 9	69 9	3 6	73 3

OTHER EMPLOYEES.

Wages Per Week of 40 Hours.

—	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	172 0	6 0	178 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenter, or ornamental worker under his or her charge	167 0	6 0	173 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers ..	159 0	6 0	165 0
All other males	132 0	6 0	138 0
Females engaged in general work	86 9	4 0	90 9

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

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 695] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

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

2. (*a*) *Apprentices.*

Wages Per Week of 40 Hours.				Proportion. (In any shop or place.)
—	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	
1st year	26 0	0 6	26 6	One apprentice to one or more than one worker receiving not less than the minimum wage: Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
2nd ,, ...	36 0	0 6	36 6	
3rd ,, ...	49 0	1 0	50 0	
4th ,, ...	59 0	1 0	60 0	
5th ,, ...	88 0	2 0	90 0	

(*b*) *Juvenile Workers.*

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

Wages per Week of 40 Hours.

—	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
16 years of age	25 0	0 6	25 6
17 years of age	39 6	0 6	40 0
18 years of age	43 0	1 0	44 0
19 years of age	52 6	1 0	53 6
20 years of age	60 6	1 0	61 6

No. 695.—7533/49.—Price 3d.

(c) *Other Employees.*

WAGES PER WEEK OF 40 HOURS.

—	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	11 2 0	6 0	11 8 0	10 6 9	6 0	10 12 9
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	9 19 0	6 0	10 5 0	9 5 6	6 0	9 11 6
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	8 16 0	6 0	9 2 0	8 4 3	6 0	8 10 3
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	7 16 0	3 0	7 19 0	7 5 9	3 0	7 8 9
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same	..	..	..	5 2 9	3 0	5 5 9

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 696] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 927 of the 16th September, 1948, shall be replaced by the following clause:—

2. WAGES.

(*a*) *Improvers.**

Male.	£ s. d.	Female.	£ s. d.
Under 16 years	1 16 0	Under 16 years	1 16 0
16 and under 17 years	2 10 6	16 and under 17 years	2 14 6
17 and under 18 years	3 9 0	17 and under 18 years	3 3 6
18 and under 19 years	4 6 9	18 and under 19 years	3 8 3
19 and under 20 years	5 8 6	19 and under 20 years	4 1 6
20 and under 21 years	6 9 6	20 and under 21 years	4 6 3

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

* The Board has determined that no apprentice shall be taken to the trade.

(*b*) *Adults.*

	Male. £ s. d.	Female. £ s. d.
Cook (Grade 1)	8 9 6	6 10 0
Cook (Grade 2)	7 9 6	5 2 0
Cook working alone	7 14 6	5 11 6
Supervisor	..	5 2 0
Attendant	7 1 0	4 10 3

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

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

No. 696.—7403/49.—PRICE 3D.

[4785]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 697] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 965 of the 22nd October, 1948, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Males.

Wages per Week of 40 Hours.

—	Commencing Age. Under 16 years.	16 years.	17 years.	18 years or over.
	s. d.	s. d.	s. d.	s. d.
1st year	34 6	44 6	44 6	55 0
2nd year	44 6	55 0	55 0	62 9
3rd year—				
1st 6 months	55 0	62 9	62 9	89 0
2nd 6 months	55 0	62 9	62 9	102 0
4th year—				
1st 6 months	62 9	76 9	89 0	Minimum wage
2nd 6 months	62 9	76 9	102 0	
5th year—				
1st 6 months	76 9	89 0	Minimum wage	
2nd 6 months	76 9	102 0		
6th year—				
1st 6 months	89 0	Minimum wage		
2nd 6 months	102 0			
Thereafter	Minimum wage			

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 164s. per week of 40 hours.

Improvers.

One improver to every four workers receiving not less than 164s. per week of 40 hours.

Females (see clause 4).

Wages per Week of 40 Hours.

	s.	d.
Under 16 years of age	44	3
16 and under 17 years of age	49	9
17 and under 18 years of age	54	9
18 and under 19 years of age	60	3
19 and under 20 years of age	67	0
20 and under 21 years of age	72	3

PROPORTION (BY ANY EMPLOYEE).

Apprentices.

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

Improvers.

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

3. OTHER EMPLOYEES.

Wages per Week of 40 Hours.

Females (see Clause 4).	s. d.
Adult females	97 3

Wages per Week of 40 Hours.

—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
Males.	s. d.	s. d.	s. d.
Males	161 0	3 0	164 0

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

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

No. 697.—7531/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 698] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
16th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

WATCHMEN'S BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 324 of the 29th April, 1949, shall be replaced by the following clauses :—

2.

Classes of Employees.	Wages per Week of 44 Hours.					
	Within a Radius of 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 where this Determination applies.		
	Wages.	War Time Loading.	Total.	Wages.	War Time Loading.	Total.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Watchman (other than watchmen as defined in clause 3), who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	165 3	3 0	168 3	162 3	3 0	165 3
All others (other than watchmen as defined in clause 3)	149 10	3 0	152 10	146 10	3 0	149 10

WHARF WATCHMEN.

3. (*a*) Wharf Watchmen—*i.e.* persons employed as watchmen in connexion with overseas and/or interstate shipping sha be paid as follows :—

(i) on wharfs and/or ships (excluding ships' holds) at the rate of 4s. 3d. per hour.

(ii) in ships' holds at the rate of 4s. 9¾d. per hour.

(*b*) Wharf watchmen shall, if required by the employer, make appropriate notes in connexion with damaged or pillaged cargo.

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

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

No. 698.—7542/49.—PRICE 3D.

[4789]

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 699] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 18 of the 7th January, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Under 16 years of age ..	76 1	1 6	77 7
16 years of age and under 17 years of age	82 2	1 8	83 10
17 years of age and under 19 years of age	106 3	2 1	108 4
19 years of age and under 20 years of age	122 0	2 5	124 5
20 years of age and under 21 years of age	136 1	2 9	138 10

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 179s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 179s. 6d. per week.

Other Employees.

WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Carcass skinners	181 6	4 0	185 6
All others	175 6	4 0	179 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 1s. per shift.

* *Note.*—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

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

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

No. 699.—7395/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 700] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 674 of the 29th June, 1948, shall be replaced by the following clause:—

2. (*a*) WAGES.

Apprentices or Improvers.

—	Wages. Per Week of 40 Hours. Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.
16 and under 17 years of age	63 8	1 0	64 8
17 and under 18 years of age	73 4	1 2	74 6
18 and under 19 years of age	87 5	1 4	88 9
19 and under 20 years of age	108 8	1 7	110 3
20 and under 21 years of age	129 11	2 1	132 0

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".

Other Employees.

—	Wages. Per Week of 40 Hours. Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.
Wet sheet machine leading hand ..	151 0	5 0	156 0
Wet sheet machine operator ..	147 0	5 0	152 0
Mixer operator—in sole charge of Tide mill	147 0	5 0	152 0
Mixer operator—other	144 0	5 0	149 0
Asbestos treatment operator ..	146 0	5 0	151 0
Cutter-off in charge	151 0	5 0	156 0
Cutter-off	143 6	5 0	148 6
Plateman or stacker	144 0	5 0	149 0
Corrugating machine operator ..	144 0	5 0	149 0
Hand corrugator	142 6	5 0	147 6
Wet trimmer (Power guillotine only)	144 0	5 0	149 0
Leading hand in charge of dry trimming	151 0	5 0	156 0
Dry trimmer—operating power cutting machine	144 0	5 0	149 0
Accessories hand moulder—welded or grafted mouldings	146 0	5 0	151 0
Accessories hand moulder—plain mouldings	144 0	5 0	149 0
Operator cement bulk handling ..	146 0	5 0	151 0
Pipe machine leading hand ..	155 0	5 0	160 0
Mazza machine control operator ..	146 0	5 0	151 0
Pressure pipe curing tank hand ..	143 6	5 0	148 6
Operator pressure pipe turning and socket boring machine	143 6	5 0	148 6
Operator pressure pipe turning and socket boring machine (who sets up machine)	148 6	5 0	153 6
Pressure pipe socket fitter ..	143 6	5 0	148 6
All others	141 0	5 0	146 0

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

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

No. 700.—7396/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 701] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOTTLE COVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 515 of the 9th June, 1949, shall be replaced by the following clause :—

2.

Improvers* (Male or Female).			Other Employees.		
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		
	s.	d.		s.	d.
Under 17 years of age	48	0	Male adults	148	0
17 years of age	61	9	Female adults—		
18 years of age	82	6	Under six weeks' experience	118	6
19 years of age	95	3	Thereafter	133	3
20 years of age	109	9			

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* 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 apprentice shall work in the trade.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of thirty-eight shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of thirty-eight shillings shall be added in lieu thereof.

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

No. 701.—7400/49.——PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 702] **MONDAY, AUGUST 22.** **[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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CEMENT ARTICLES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 2nd February, 1948, shall be replaced by the following clause:—

2.

(a) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Under 16 years of age ..	38 0	0 9	38 9
„ 17 „ „ ..	50 9	1 0	51 9
„ 18 „ „ ..	63 3	1 6	64 9
„ 19 „ „ ..	79 3	1 9	81 0
„ 20 „ „ ..	91 9	2 0	93 9
„ 21 „ „ ..	106 0	2 3	108 3

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 143s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers	Receiving not less than 143s. per week of 40 hours.
Four improvers to five or six workers	
Five improvers to seven workers	
Six improvers to eight workers, and thereafter one improver to every two workers ..	

All Other Sections.

One improver to every three or fraction of three workers receiving not less than 143s. per week of 40 hours.

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

(b) OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Group No. 1.			
Moulders on centrifugal or vibrator pipe machines	152 0	3 0	155 0
Group No. 2.			
Man operating a machine mixing cement or concrete	148 0	3 0	151 0
Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	148 0	3 0	151 0
Repairers or renderers of cement or concrete articles	148 0	3 0	151 0
Operator of machine making concrete or cinder-concrete blocks or bricks	148 0	3 0	151 0
Crusher feeder or attendant where bricks are crushed	148 0	3 0	151 0
Group No. 3.			
Tile or ridge makers and the takers off of same..	145 0	3 0	148 0
Other mixers of cement or concrete ..	145 0	3 0	148 0
Mould assemblers	145 0	3 0	148 0
Operator of cement sprayer ..	145 0	3 0	148 0
Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	145 0	3 0	148 0
Strippers	145 0	3 0	148 0
Pipe tester (i.e., person operating a pump or pressure apparatus) ..	145 0	3 0	148 0
Employee carrying away from any concrete or cinder-concrete block or brick-making machine	145 0	3 0	148 0
Where the load carried per man is of a greater average weight than 70 lb. :—			
(a) Lumpers of cement or concrete articles (in and out of tanks) ..	145 0	3 0	148 0
(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles	145 0	3 0	148 0
Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	145 0	3 0	148 0
Persons fabricating or preparing reinforcements for portable concrete products	145 0	3 0	148 0
Group No. 4.			
All others	140 0	3 0	143 0

NOTE.—"Renderer" means a skilled employee facing concrete articles with float and trowel.

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

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

No. 702.—7405/49.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 703] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

LIMEBURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 803 of the 6th August, 1948, shall be replaced by the following clause :—

2.

Apprentices or Improvers. (Day Shift.)

Wages Per Week of 40 Hours.

	s.	d.
16 years of age or under	60	0
17 years of age	68	0
18 years of age	84	0
19 years of age	104	6
20 years of age	141	0

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 143s. 6d. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

Other Employees. (Day Shift.)

Wages Per Week of 40 Hours.

	s.	d.
Lime burners or feeders	151	0
Drawers	151	0
Crusher hands	146	6
Operator of a mechanical bagging machine ..	151	0
Hydrator attendant	160	6
Lime screeners	149	6
Attendant on an automatic feeder	152	0
Drawers' assistants	146	6
Slack lime workers	146	6
Loaders (a person or persons assigned by the foreman as responsible for the correct loading and tallying of a consignment)	147	6
All others	143	6

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

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

No. 703.—7514/49.—PRICE 3D.

[4799]

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 704] MONDAY, AUGUST 22. [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 August, 1949.

Dated at Melbourne, this
17th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 538 of the 18th May, 1948, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.	—	Adults.	—
	£ s. d.		£ s. d.
Under 17 years of age	2 11 9	Leading hand	7 9 0
17 years and under 18 years of age	3 5 6	Bottle washer—machine or hand	7 6 0
18 years and under 19 years of age	4 0 6	Yardman or general hand	7 6 0
19 years and under 20 years of age	4 5 9	All other adult employees	7 6 0
20 years and under 21 years of age	5 8 0		

PROPORTION.

The maximum number of apprentices and/or improvers to be employed shall be one apprentice or improver to every three adults receiving the minimum rate of wage prescribed by this Determination for 40 hours per week.

In the above amounts a special war allowance of 3s. per week is included in each.

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

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

No. 704.—7515/49.—PRICE 3D.