



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 915]

FRIDAY, NOVEMBER 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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 765 of the 30th August, 1949, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.						Number (in any place).	
Making cigars or sorting and packing cigars :—						APPRENTICES.	
Experience—							
1st year—						s. d. *Percentage.	
1st six months 22 0 .. 14							
2nd six months 25 6 .. 16½							
2nd year 36 6 .. 23½							
3rd year 54 7 .. 34½							
4th year 69 1 .. 44							
or in lieu of weekly wages the work may be paid at the following piece-work prices :—							
Making Cigars.							
2nd year .. One-third of the piece-work prices. } See also							
3rd year .. Two-thirds of the piece-work prices. } clause 13							
4th year .. Three-quarters of the piece-work prices. } sub-clause (m)							
Sorting and Packing Cigars.							
In Boxes of—							

500 cigars. 250 cigars. 100 cigars. 50 cigars. 25 cigars. 10 cigars.							
per 1,000. per 1,000. per 1,000. per 1,000. per 1,000. per 1,000.							
s. d. s. d. s. d. s. d. s. d. s. d.							
1st year .. 1 1·2 1 1·2 1 1·2 1 4·5 1 7·8 2 2·4							
2nd year .. 1 4·5 1 4·5 1 4·5 1 7·8 2 5·7 2 9							
3rd year .. 1 7·8 1 7·8 1 11·1 2 2·4 3 0·3 3 3·6							
4th year .. 2 2·4 2 2·4 2 5·7 2 9 3 6·9 3 10·2							
See also clause 13 sub-clause (m).							
IMPROVERS							
s. d. *Percentage.							
18 years 54 7 .. 34½							
19 years 76 2 .. 48½							
20 years 94 7 .. 60½							

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

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

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	25 6	16½	25 6	16½	29 1	18½	29 1	18½
Turning bunches	25 6	16½	25 6	16½	29 1	18½	29 1	18½
Stripping fillers	25 6	16½	25 6	16½	29 1	18½	32 7	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	43 7	27½	47 1	30	64 9	41½	83 7	53½
Turning bunches	43 7	27½	47 1	30	64 9	41½	83 7	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 15s. per week of 40 hours ..	32 2	20½	35 9	22½	43 7	27½	54 11	35	68 8	43½	89 6	57	113 5	72½

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

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	25 6	26	29 8	30½	34 1	34½	38 3	39
Stripping and booking cigar bunch wrapper leaf	55 2	56½	55 2	56½	55 2	56½	55 2	56½
Ringing cigars	25 6	26	29 8	30½	34 1	34½	38 3	39
Stripping fillers	25 6	26	29 8	30½	34 1	34½	38 3	39
Packing cigars, viz.:—								
Havanette	25 6	26	29 8	30½	34 1	34½	38 3	39
Royal Bengals	25 6	26	29 8	30½	34 1	34½	38 3	39
Bonanzas	25 6	26	29 8	30½	34 1	34½	38 3	39
Gem of East Cigarillos	25 6	26	29 8	30½	34 1	34½	38 3	39
Swiss	25 6	26	29 8	30½	34 1	34½	38 3	39
Cartons or parcels	25 6	26	29 8	30½	34 1	34½	38 3	39
Machine work, viz.:—								
Making bunches	25 6	26	29 8	30½	34 1	34½	38 3	39
Covering cigars	25 6	26	29 8	30½	34 1	34½	38 3	39
Swiss	25 6	26	29 8	30½	34 1	34½	38 3	39
Lucky Hit	25 6	26	29 8	30½	34 1	34½	38 3	39
Havanettes	25 6	26	29 8	30½	34 1	34½	38 3	39
Senoritas	25 6	26	29 8	30½	34 1	34½	38 3	39

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



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No. 916]

MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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.				FEMALES.					
Wages per Week.				Wages per Week.					
Age.				Age.				Improvers.	
								Typists, Stenographers or Operators of Calculating, or Ledger-keeping Machines.		All Other Improvers.
Apprentices.									

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	..	..	..	..	..	54 3
16 years of age	..	..	..	..	..	57 0
17 " "	..	..	..	..	..	66 6
18 " "	..	..	..	..	..	78 3
19 " "	..	..	..	..	..	90 6
20 " "	..	..	..	..	..	102 6

* 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, typistes, or operators of calculating or ledger-keeping machines	163 6	118 3	160 6	110 6
Telephone switchboard attendants	163 0	116 3	160 6	110 6
All other adults	163 6	113 6	160 6	108 0

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



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No. 917]

MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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.	On Tour.
		Per Week.	Per Week.
		£ s. d.	£ s. d.
(i)	Actor	7 19 0	8 16 6
(ii)	Actress	7 5 6	8 3 0
(iii)	Male engaged in the chorus or ballet	7 9 0	8 6 6
(iv)	Female engaged in the chorus or ballet	6 15 0	7 12 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
<i>Juveniles, Male and Female.</i>										
	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.

<i>Supernumeraries.</i>										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 <i>pro rata</i> 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

Musical presentations—continued.

£ s. d.

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 ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) 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 ($\frac{1}{4}$) 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 ($1\frac{1}{2}$) 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 12 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 ($\frac{1}{2}$) 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:—

Musical presentations—

£ s. d.

Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ($1\frac{1}{2}$) hours—per fifteen (15) minute broadcast 1 1 0

Rehearsal beyond one and a half ($1\frac{1}{2}$) hours on any one day, for every quarter ($\frac{1}{4}$) 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 ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) 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 ($\frac{1}{4}$) 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 ($1\frac{1}{2}$ 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 12 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 ($\frac{1}{2}$) 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.

Published by Authority.

No. 918]

MONDAY, NOVEMBER 21.

[1949

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

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

RAY. H. BEERS,
Secretary for Labour.

Clauses 2, 3 and 4 of the Determination made on the 9th September, 1949, and in force on the 26th September, 1949, shall be replaced by the following clauses:—

*Wages** (see Footnote).

2.

											£ s. d.
First year	..	..	..	..	..	..	..	..	..	..	2 13 6
Second year	..	..	..	..	..	..	..	..	..	..	2 18 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).^a

Employed at Clerical Work.

	Males.	Females.
	s. d.	s. d.
Under 16 years of age	61 3	52 6
16 years of age	67 9	59 0
17 " " " " " "	74 9	66 0
18 " " " " " "	97 6	72 9
19 " " " " " "	115 6	82 3
20 " " " " " "	137 6	93 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.

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 Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.		s. d.	s. d.
Under 16 years of age	74 3	† First year's experience ..	75 0	73 6
16 years of age	80 9	Second year's experience ..	83 6	82 0
17 " "	89 3	Third year's experience ..	92 0	90 6
18 " "	98 0	And thereafter the adult female rate.		
19 " "	108 6	† Provided that no person who was engaged in the trade prior to the 20th March, 1948, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.		
20 " "	124 0			

(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 5 0 |
| Second year | 4 1 3 |
| Third year | 5 4 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. One male apprentice to every three or fraction of three male workers receiving not less than 147s. per week.	MALES. One male improver to every eight or fraction of eight male workers receiving not less than 147s. per week.
FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 110s. 3d. per week.	FEMALES. One female improver to every six or fraction of six female workers receiving not less than 110s. 3d. per week.

NOTE.—The Board has determined that no 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 Mooropna Riding of Shire of Rodney.

Males.		Females.	
WAGES.* (See footnote.)	Per Week s. d.	WAGES.* (See footnote.)	Per Week s. d.
Clerks	163 6	Clerks	119 9
Cook; where there is only one employed ..	174 6	Cook; where there is only one employed ..	124 9
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees ..	174 6	One to three kitchen employees ..	124 9
Four to seven kitchen employees ..	181 6	Four to seven kitchen employees ..	132 3
Eight or more kitchen employees ..	191 6	Eight or more kitchen employees ..	142 3
Cooks—Second	171 6	Second cooks	122 3
Other cooks	168 6	Other cooks	119 9
Person in charge of instrument room and/or sharpening and adjusting instruments ..	189 0	Head housemaids	114 9
Assistant to person in charge of instrument room—		Housekeepers	129 9
1st year	160 0	Head laundresses in charge of—	
Thereafter	170 0	One to three persons	122 3
Dresser, chief, where five or more dressers are employed	191 0	Four or more persons	127 3
		Second laundresses	117 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.

Males—continued.

WAGES. * (See footnote)— <i>continued.</i>	Per Week s. d.
Deputy chief dresser, where five or more dressers are employed	186 6
Dressers doing venereal diseases work	182 0
Other dressers and/or steriliser room attendant—	
1st year's experience as such	159 6
2nd year's experience as such	164 6
Thereafter	169 6
Chief theatre attendant	185 0
Foreman in charge of—	
One to nine employees	177 6
Ten or more employees	195 0
Assistant foreman	165 0
Gardener in charge of one or more garden employees	165 0
Gardeners	157 0
Gardener's Labourer	152 0
Incinerator attendants	157 0
Kitchenmen or scullerymen	157 0
Laboratory assistants	160 6
Laundry Washing machine hands	160 0
Laundrymen other	155 0
Mortuary-men employed solely on post-mortem work	190 0
Other mortuary-men	155 0
And 10s. extra for each post-mortem.	
Motor ambulance drivers or assistants	169 6
Motor driver	159 6
Operating theatre attendants	165 0
Casualty porters engaged on preparations and theatre work	160 0
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae	160 0
Other dispensary porters	155 0
Relieving porters	154 6
X-ray porters	152 0
Night porters who in the course of their duties patrol the hospital	155 6
Other night porters	152 0
Recording attendants	163 6
Splint makers	165 0
Splint makers' assistants	155 0
Storemen in charge of one or more storemen or where there is only one employed	167 6
Other storemen	157 0
Telephone attendants	155 0
Ward cleaners handling sputum mugs	165 0
Other ward cleaners	152 0
X-ray attendants	160 0
X-ray technicians—	
1st year's experience as such	182 6
2nd year's experience as such	197 6
Thereafter	207 6
First-aid attendant employed in connexion with an industrial or commercial undertaking—	
1st year's experience	155 0
2nd year's experience	160 0
Thereafter	165 0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	157 0
All others—	
1st year of service	147 0
Thereafter	152 0

Females—continued.

WAGES. * (See footnote)— <i>continued.</i>	Per Week s. d.
Laundresses where only one employed	117 3
Other laundresses—	
1st year's experience as such	110 3
2nd year's experience as such	111 3
Thereafter	112 3
Sorters	117 3
Washing machine hands	125 3
Storekeeper in charge of one or more store hands or where there is only one employed	119 9
Storekeeper's assistants—	
1st year's experience as such	110 3
2nd year's experience as such	111 3
Thereafter	112 3
Stenographers and/or typistes—	
1st year's experience as such	119 9
2nd year's experience as such	122 3
Thereafter	124 9
Telephonists	127 3
Waitresses—	
1st year's experience as such	110 3
2nd year's experience as such	111 3
Thereafter	112 3
Wardmaids—	
1st year's experience as such	110 3
2nd year's experience as such	111 3
Thereafter	112 3
Registered X-ray technicians—	
1st year's experience as such	139 9
2nd year's experience as such	144 9
Thereafter	149 9
Laboratory assistants	125 3
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
(i) In charge of a ward	122 3
(ii) Other than in charge of a ward—	
1st year's experience	115 3
2nd year's experience	116 3
Thereafter	117 3
Seamstresses who cut out and fit garments	124 3
Other seamstresses—	
1st year's experience as such	112 3
2nd year's experience as such	113 3
Thereafter	114 3
All others—	
1st year's experience as such	110 3
2nd year's experience as such	111 3
Thereafter	112 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.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES.* (See footnote.)	Per Week s. d.	WAGES.* (See footnote.)	Per Week s. d.
Cook; where there is only one employed	174 6	Clerks	115 3
Cooks in charge of—		Cooks—	
One to three kitchen employees	174 6	First—where there is only one employed	124 9
Four to seven kitchen employees	181 6	Second	119 9
Eight or more kitchen employees	191 6	Head laundress; or where there is only one employed	117 3
Cooks—Second	171 6	Other laundresses	112 3
Other Cooks	168 6	Stenographers and/or typistes	120 3
Motor ambulance drivers or assistants	169 6	Telephonists	115 3
Motor driver	159 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
First-aid attendant employed in connexion with an industrial or commercial undertaking—		(i) In charge of a ward	122 3
1st year's experience	155 0	(ii) Other than in charge of a ward—	
2nd year's experience	160 0	1st year's experience	115 3
Thereafter	165 0	2nd year's experience	116 3
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	157 0	Thereafter	117 3
All others—		All others—	
1st year of service	147 0	1st year's experience	110 3
Thereafter	152 0	2nd year's experience	111 3
		3rd year's experience	112 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.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 919]

MONDAY, NOVEMBER, 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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—					<i>Apprentices.</i>
18 years of age or under ..	92 0	..	92 0	..	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
19 years of age	101 0	..	101 0	..	
20 years of age	119 6	..	119 6	..	
Apprentices and all other Improvers—					<i>Improvers.</i>
16 years of age or under ..	59 6	86 3	52 0	82 6	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.
17 years of age	71 0	86 3	63 0	82 6	
18 years of age	80 0	86 3	70 6	82 6	
19 years of age	92 6	86 3	81 0	82 6	
20 years of age	112 6	86 3	100 0	82 6	
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	

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.		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.
PART I.						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barman .. .. .	..	..	..	..	..	160 0	..	157 0	..
Cellarman .. .. .	..	..	..	..	..	172 0	..	169 0	..
Assistant Cellarman .. .. .	..	..	..	..	..	160 0	..	157 0	..
Barmaids .. .. .	..	..	..	..	..	..	160 0	..	157 0
PART II.									
First cook where number of persons employed in kitchen is—									
Eight or more .. .. .	..	..	..	..	..	200 0	147 6	197 0	145 9
Five, six, or seven .. .. .	..	..	..	..	..	190 0	137 6	187 0	135 9
Three or four .. .. .	..	..	..	..	..	172 0	119 6	169 0	117 9
Other first cooks, or cook employed alone .. .. .	..	..	..	..	..	166 0	113 6	163 0	111 9
Second cook where number of persons employed in kitchen is—									
Eight or more .. .. .	..	..	..	..	..	182 6	130 0	179 6	128 3
Five, six, or seven .. .. .	..	..	..	..	..	172 6	120 0	169 6	118 3
Other second cooks .. .. .	..	..	..	..	..	160 0	111 6	157 0	109 9
Night or relieving cook where number of persons employed in kitchen is—									
Eight or more .. .. .	..	..	..	..	..	182 6	130 0	179 6	128 3
Five, six, or seven .. .. .	..	..	..	..	..	172 6	120 0	169 6	118 3
Other night or relieving cooks .. .. .	..	..	..	..	..	160 0	107 6	157 0	105 9
Larder cook .. .. .	..	..	..	..	..	163 0	110 6	160 0	108 9
Pastrycook .. .. .	..	..	..	..	..	166 0	113 6	163 0	111 9
Stove, grill, fish, third or breakfast cook .. .. .	..	..	..	..	..	160 0	107 6	157 0	105 9
Vegetable or assistant cook .. .. .	..	..	..	..	..	157 0	104 6	154 0	102 9
Oysterman .. .. .	..	..	..	..	..	150 0	..	147 0	..
Pantryman or kitchenman .. .. .	..	..	..	..	..	150 0	..	147 0	..
Storeman .. .. .	..	..	..	..	..	157 0	..	154 0	..
Head waiter .. .. .	..	..	..	..	..	160 0	..	157 0	..
Other waiters .. .. .	..	..	..	..	..	150 0	..	147 0	..
Night porter .. .. .	..	..	..	..	..	150 0	..	147 0	..
Day porter .. .. .	..	..	..	..	..	150 0	..	147 0	..
Billiard-room attendant .. .. .	..	..	..	..	..	150 0	..	147 0	..
Commissionaire or messenger .. .. .	..	..	..	..	..	150 0	91 6	147 0	89 9
Housekeeper, stewardess, or manageress .. .. .	..	..	..	..	..	..	107 6	..	105 9
Laundress .. .. .	..	..	..	..	..	..	95 6	..	93 9
Head waitress .. .. .	..	..	..	..	..	..	97 6	..	95 9
Other waitresses .. .. .	..	..	..	..	..	..	91 6	..	89 9
Pantrymaid or kitchenmaid .. .. .	..	..	..	..	..	..	91 6	..	89 9
Housemaid .. .. .	..	..	..	..	..	..	91 6	..	89 9
Persons not otherwise provided for .. .. .	..	..	..	..	..	150 0	91 6	147 0	89 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	..	..	..	..	..	Per week of 20 hours 57 9	..	Per week of 20 hours 56 9

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.							PROPORTION (IN ANY PLACE).	
	Males.			Females.			MALES OR FEMALES.	
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years of age	40 0	1 0	41 0	40 0	1 0	41 0	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
16 years of age	53 6	1 6	55 0	42 0	1 0	43 0		
17	62 0	1 6	63 6	49 0	1 3	50 3		
18	70 0	1 9	71 9	52 0	1 6	53 6	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
19	85 6	2 3	87 9	56 6	1 6	58 0		
20	110 6	3 0	113 6	63 6	1 9	65 3		

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	156 0	..	156 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	196 0	145 6	196 0	145 6
Five, six, or seven	186 0	135 6	186 0	135 6
Three or four	168 0	117 6	168 0	117 6
Other first cooks or cook employed alone	162 0	111 6	160 3	111 6
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	178 6	128 0	178 6	128 0
Five, six, or seven	168 6	118 0	168 6	118 0
Less than five	156 0	105 6	154 6	105 6
Larder cook	159 0	108 6	158 6	108 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	158 0	106 6	157 6	106 6
Third, stove, grill, fish, or breakfast cook	156 0	105 6	154 6	105 6
Vegetable or assistant cook	153 0	102 6	153 0	102 6
Oysterman	146 0	..	145 6	..
Pantryman or kitchenman	146 0	..	144 6	..
Storeman	153 0	..	153 0	..
Head waiter	156 0	..	156 0	..
Other waiters	146 0	..	144 6	..
Night porter	146 0	..	144 6	..
Day porter	146 0	..	144 6	..
Billiard-room attendant	146 0	..	144 6	..
Commissionaire or messenger	146 0	..	144 6	..
Housekeeper, stewardess, or managersess .. .. .	..	100 6	..	100 6
Laundress .. .. .	..	90 6	..	90 6
Head waitress or supervisor .. .. .	..	90 6	..	90 6
Other waitresses .. .. .	..	86 6	..	86 6
Pantrymaid or kitchenmaid .. .. .	..	86 6	..	86 6
Counterhand .. .. .	..	86 6	..	86 6
Housemaid .. .. .	..	86 6	..	86 6
Linen maid or seamstress .. .. .	..	91 0	..	91 0
Persons not otherwise provided for	146 0	86 6	144 6	86 6
		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 waitresses or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	56 9	..	56 0

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—

- boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- boards the employee and provides three meals per day, where substantial meals are not provided 9s. 0d. per week less;
- 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
- 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.							PROPORTION (IN ANY PLACE).	
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.	MALES OR FEMALES.		
<i>Apprentices.</i>								
Under 16 years of age	40 0	1 0	41 0	40 0	1 0	41 0	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
16 years of age ..	53 6	1 6	55 0	42 0	1 0	43 0		
17 ..	62 0	1 6	63 6	49 0	1 0	50 3	<i>Improvers.</i>	
18 ..	70 0	1 9	71 9	52 0	1 0	53 6	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
19 ..	85 6	2 3	87 9	56 6	1 6	58 0		
20 ..	110 6	3 0	113 6	63 6	1 6	65 3		

(b)

ADULTS.

Barman, Cellarman, Assistant Cellarman, 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 ..	..	160 0	..	157 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 ..	193 0	145 6	193 0	145 6
Five, six, or seven ..	183 0	135 6	183 0	135 6
Three or four ..	165 0	117 6	165 0	117 6
Other first cooks or cook employed alone ..	159 0	111 6	157 3	111 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more ..	175 6	128 0	175 6	128 0
Five, six, or seven ..	165 6	118 0	165 6	118 0
Other second cooks ..	153 0	105 6	151 6	105 6
Night or relieving cook ..	153 0	105 6	151 6	105 6
Larder cook ..	156 0	108 6	155 6	108 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook ..	155 0	106 6	154 6	106 6
Third, stove, grill, fish, or breakfast cook ..	153 0	105 6	151 6	105 6
Vegetable or assistant cook ..	150 0	102 6	150 0	102 6
Oysterman ..	143 0	..	142 6	..
Pantryman or kitchenman ..	143 0	..	141 6	..
Storeman or storewoman ..	150 0	90 6	150 0	90 6
Head waiter ..	153 0	..	153 0	..
Other waiters ..	143 0	..	141 6	..
Night porter ..	143 0	..	141 6	..
Day porter ..	143 0	..	141 6	..
Billiard-room attendant ..	143 0	..	141 6	..
Commissionaire or messenger ..	143 0	..	141 6	..
Housekeeper or stewardess ..	..	100 6	..	100 6
Laundress ..	..	90 6	..	90 6
Head waitress or supervisor ..	..	90 6	..	90 6
Other waitresses ..	..	86 6	..	86 6
Pantrymaid or kitchenmaid ..	..	86 6	..	86 6
Fruit juice, flavour, or soda fountain hand ..	..	89 6	..	89 6
Counterhand (other than a soda fountain hand as defined) ..	..	86 6	..	86 6
Housemaid ..	..	86 6	..	86 6
Linen maid or seamstress ..	..	91 0	..	91 0

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.
Persons not otherwise provided for	s. d. 143 0	s. d. 86 6 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	s. d. 141 6	s. d. 86 6 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.) .. ..	.. ..	56 0	.. ..	56 0

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.



VICTORIA GOVERNMENT GAZETTE.

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No. 920]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 57 of the 28th January, 1949, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 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.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	10 6 6	10 13 0	10 3 6
Electrical instrument maker and/or repairer (as defined) .. .	9 17 6	10 4 0	9 14 6
Installation inspector and/or tender	9 6 6	9 13 0	9 3 6
Shift electrician	9 2 0	9 8 6	8 19 0
Refrigeration mechanic or serviceman	9 2 0	9 8 6	8 19 0
Electrician in charge of plant and/or installation	9 2 0	9 8 6	8 19 0
Electrical fitter and/or armature winder	9 2 0	9 8 6	8 19 0
Battery fitter	9 0 6	9 7 0	8 17 6
Cable joiner, on high tension (over 6,600 volts)	8 17 6	9 4 0	8 14 6
Cable joiner, on low tension (under 6,600 volts)	7 13 0	7 19 6	7 10 0
Cable joiner's mate	9 2 0	9 8 6	8 19 0
Electrical mechanic	8 10 0	8 16 6	8 7 0
Linesman	7 13 0	7 19 6	7 10 0
Linesman's assistant			
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	8 10 0	8 16 6	8 7 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	7 15 6	8 2 0	7 12 6
Meter tester (1st grade)	8 9 0	8 15 6	8 6 0
Meter tester (2nd grade)	8 2 0	8 8 6	7 19 0
Meter fixer	8 2 0	8 8 6	7 19 0
Switchboard attendant	8 8 6	8 15 0	8 5 6
Battery attendant	7 14 0	8 0 6	7 11 0
Electrical fitter's and mechanic's assistant	7 13 0	7 19 6	7 10 0
Process worker	7 12 0	7 18 6	7 9 0
Other employees with not less than three months' experience in the metal trades industry	6 19 0	7 5 6	6 16 0
Employee not elsewhere classified	6 13 0	6 19 6	6 10 0
(b) Wet Battery Manufacturing.			
Plante assembler	8 2 0	8 8 6	7 19 0
Battery repairer (factory)	7 19 0	8 5 6	7 16 0
Mixing and pasting by hand	7 17 0	8 3 6	7 14 0
Charging and moulding of grids	7 17 0	8 3 6	7 14 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	7 16 0	8 2 6	7 13 0
Formation process	7 14 0	8 0 6	7 11 0
All others in this subdivision	7 12 0	7 18 6	7 9 0

LOADING 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.

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 convertor sub-stations which are in regular operation.

Ship Repairing.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

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 Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

Any covenant in an indenture inconsistent with the 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 electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

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 trade of—

Electrical mechanic,

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

Electrical fitter,
Electrical 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 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.

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 undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and special 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.	Special 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.
Four and Five-year Terms.						
	Per Week.	Per Week.	Per Week.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	25	..	0 9	1 11 6	1 13 6	1 11 0
2nd year	33	1 0	1 0	2 3 0	2 5 0	2 2 0
3rd year	50	1 6	1 6	3 5 0	3 8 0	3 3 6
4th year	83	2 0	2 3	5 7 0	5 12 6	5 4 6
5th year	100 plus 6s.	2 0	3 0	6 15 0	7 1 6	6 12 0
Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.						
1st year	29	..	0 9	1 16 6	1 18 6	1 16 0
2nd year	50	1 0	1 6	3 4 6	3 7 6	3 3 0
3rd year	83	2 0	2 3	5 7 0	5 12 6	5 4 6
4th year	100 plus 6s.	2 0	3 0	6 15 0	7 1 6	6 12 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions 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.	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.
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	6 0	4 9 6	4 14 0	4 7 6
All others	75	3 0	7 0	5 3 0	5 8 0	5 0 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	3 6	2 14 0	2 16 6	2 13 0
18 years of age	47½	1 3	4 0	3 4 0	3 7 0	3 2 6
19 years of age	55	1 6	4 6	3 14 0	3 18 0	3 12 6
20 years of age	62½	2 0	5 0	4 4 6	4 8 6	4 2 6
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	2 0	1 13 6	1 15 0	1 12 6
16 years of age	35	0 9	3 0	2 7 0	2 9 6	2 6 0
17 years of age	47½	1 0	4 0	3 4 0	3 7 0	3 2 6
18 years of age	60	1 0	5 0	4 0 6	4 4 6	3 18 6
19 years of age	75	2 0	6 0	5 1 0	5 6 0	4 18 6
20 years of age	90	2 0	7 0	6 0 6	6 6 6	5 18 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 :—

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.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 921]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

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

2.		WAGES.	
Adults.		Per Week of 40 hours.	
<i>Males.</i>		<i>s. d.</i>	
Grinder or polisher		167	6
Electro-plater—			
1st Class		182	0
2nd Class		167	0
3rd Class		152	0
Liner or hand decorator		167	6
Coater		157	6
Spray operator		154	0
Other employees with not less than three months' experience in the metal trades industry		139	0
All others		130	0
<i>Females.</i>			
Females employed at—			
(a) Hand burnishing, hand finishing, or lacquering		111	0
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length		166	6
All others { under three months' experience in the industry		90	6
{ thereafter		104	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.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

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

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 130s. per week, and two female apprentices to every three female workers receiving not less than 90s. 6d. per week.

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period

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

Wages.

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

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

(i) WAGES PER WEEK OF 40 HOURS.

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

	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	s. d.
1st year	25	..	0 9	31 6
2nd year	33	1 0	1 0	43 0
3rd year	50	1 6	1 6	65 0
4th year	83	2 0	2 3	107 0
5th year	100, plus 6s.	2 0	3 0	135 0

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

	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	s. d.
1st year	20	..	0 9	36 6
2nd year	50	1 0	1 6	64 6
3rd year	83	2 0	2 3	107 0
4th year	100, plus 6s.	2 0	3 0	135 0

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

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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 for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		s. d.	s. d.	s. d.	£ s. d.
<i>I.—Junior Females.</i>					
17 years of age and under	40	1 0	..	3 6	2 14 0
18 years of age	47½	1 3	..	4 0	3 4 0
19 years of age	55	1 6	..	4 6	3 14 0
20 years of age	62½	2 0	..	5 0	4 4 6
<i>II.—Junior Males.</i>					
Under 16 years of age	25	0 6	..	2 0	1 13 6
16 years of age	35	0 9	..	3 0	2 7 0
17 years of age	47½	1 0	..	4 0	3 4 0
18 years of age	60	1 0	..	5 0	4 0 6
19 years of age	75	2 0	..	6 0	5 1 0
20 years of age	90	2 0	..	7 0	6 0 6

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

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

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

(b) Junior employees shall not be employed:—

If under the age of 16 years—

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 922]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

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

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	7 15 0	8 1 6	7 12 0
Assembler (assistant)	7 10 0	7 16 6	7 7 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	7 15 0	8 1 6	7 12 0
Belt repairer	7 13 0	7 19 6	7 10 0
Blacksmith's striker	7 13 0	7 19 6	7 10 0
Blacksmith's striker on double fires and other assistant	7 15 0	8 1 6	7 12 0
Block and tackle hand	7 15 0	8 1 6	7 12 0
Boiler (inside) chipper and cleaner	7 19 0	8 5 6	7 16 0
Cold saw operator	7 15 0	8 1 6	7 12 0
Die caster	7 18 0	8 4 6	7 15 0
Dogman	7 15 0	8 1 6	7 12 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
*Dresser and grinder using portable machine	7 17 0	8 3 6	7 14 0
*Dresser, shot blast and sand blast— (a) who operates from outside a properly enclosed cabin	7 13 0	7 19 6	7 10 0
(b) other	8 3 0	8 9 6	8 0 0
*Dresser and grinder (other)	7 15 0	8 1 6	7 12 0
*Emery wheel attendant	7 15 0	8 1 6	7 12 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	7 13 0	7 19 6	7 10 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	7 17 0	8 3 6	7 14 0
Forger's assistant	7 15 0	8 1 6	7 12 0
Friction saw operator	7 13 0	7 19 6	7 10 0
Furnaceman—forge	8 17 6	9 4 0	8 14 6
Furnaceman's assistant—forge	7 15 0	8 1 6	7 12 0
*Furnaceman—electric	8 4 0	8 10 6	8 1 0
*Furnaceman—other (excepting cupola furnaceman)	7 19 0	8 5 6	7 16 0
*Furnaceman's assistant	7 13 0	7 19 6	7 10 0
*Grinding machine or emery wheel operator	7 15 0	8 1 6	7 12 0
Hammer driver	7 15 0	8 1 6	7 12 0
Lagger	7 13 0	7 19 6	7 10 0
Machinist—3rd class (as defined)	7 18 0	8 4 6	7 15 0
Overhead oiler	7 13 0	7 19 6	7 10 0
Painter of ironwork, using spray	7 14 0	8 0 6	7 11 0
Painter of ironwork (other than ship painter) using brush	7 13 0	7 19 6	7 10 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes— On bending and cutting machines	7 15 0	8 1 6	7 12 0
On bending and cutting machines (assistant)	7 12 0	7 18 6	7 9 0
On steel fabric machines	7 15 0	8 1 6	7 12 0
On steel fabric machines (assistant)	7 10 0	7 16 6	7 7 0
Person working with hammer 14 lb. weight or over— On repair work	8 3 3	8 9 9	8 0 3
On other work	7 15 3	8 1 9	7 12 3
Pickler	7 13 0	7 19 6	7 10 0
Piler	7 15 0	8 1 6	7 12 0
Process worker	7 12 0	7 18 6	7 9 0
Rigger and/or splicer	7 19 0	8 5 6	7 16 0
Tar dipper	7 13 0	7 19 6	7 10 0
Other employees with not less than three months' experience in the metal trades industry	6 19 0	7 5 6	6 16 0
Employee not elsewhere classified	6 13 0	6 19 6	6 10 0
(b) Manufacturing or preparing lead and shot— Pipe trap machine operator	8 8 0	8 14 6	8 5 0
Roller	8 1 0	8 7 6	7 18 0
Extrusion press operator	8 0 0	8 6 6	7 17 0
Melter of lead alloys	7 13 0	7 19 6	7 10 0
Lead wool machinist	7 12 0	7 18 6	7 9 0
Molten metal feeder and/or mixer for shot	7 12 0	7 18 6	7 9 0
Roller's assistant	7 13 0	7 19 6	7 10 0
Pipe trap machine operator's assistant	7 13 0	7 19 6	7 10 0
Extrusion press operator's assistant	7 12 0	7 18 6	7 9 0
Other employees with not less than three months' experience in the metal trades industry	6 19 0	7 5 6	6 16 0
All others	6 13 0	6 19 6	6 10 0

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

Leading Hands.

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

Ship Repairing.

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
'Under three months' experience	65	3 0	..	6 0	4 9 6	4 14 0	4 7 6
All others	75	3 0	..	7 0	5 3 0	5 8 0	5 0 6
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	..	3 6	2 14 0	2 16 6	2 13 0
18 years of age ..	47½	1 3	..	4 0	3 4 0	3 7 0	3 2 6
19 years of age ..	55	1 6	..	4 6	3 14 0	3 18 0	3 12 6
20 years of age ..	62½	2 0	..	5 0	4 4 6	4 8 6	4 2 6
<i>III.—Junior Males.</i>							
'Under 16 years of age ..	25	0 6	..	2 0	1 13 6	1 15 0	1 12 6
16 years of age ..	35	0 9	..	3 0	2 7 0	2 9 6	2 6 0
17 years of age ..	47½	1 0	..	4 0	3 4 0	3 7 0	3 2 6
18 years of age ..	60	1 0	..	5 0	4 0 6	4 4 6	3 18 6
19 years of age ..	75	2 0	..	6 0	5 1 0	5 6 0	4 18 6
20 years of age ..	90	2 0	..	7 0	6 0 6	6 6 6	5 18 0
<i>IV.—Junior Males (Foundries).</i>							
'Under 16 years of age ..	25	0 6	1 0	2 0	1 14 6	1 16 0	1 13 6
16 years of age ..	33	0 9	1 9	2 6	2 6 0	2 8 0	2 5 0
17 years of age ..	60	1 0	3 0	5 0	4 3 6	4 7 6	4 1 6
18 years of age ..	75	2 0	4 0	6 0	5 5 0	5 10 0	5 2 6
19 years of age and over	90	2 6	4 6	7 0	6 5 6	6 11 6	6 3 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) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee :

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

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

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

(d) Junior employees shall not be employed :—

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 923]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 683 of the 5th July, 1948, shall be replaced by the following clauses:—

2.

	Wages per Week.			
	Persons, other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	8 7 0	8 13 0	8 13 6	8 4 0
First-class, with condenser	8 13 6	8 19 6	9 0 0	8 10 6
Second-class	8 2 0	8 8 0	8 8 6	7 19 0
Second-class, with condenser	8 7 0	8 13 0	8 13 6	8 4 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	8 7 0	8 13 0	8 13 6	8 4 0
Under fifty brake horse-power	8 2 0	8 8 0	8 8 6	7 19 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	8 7 0	8 13 0	8 13 6	8 4 0
On motors 100-horse power to 250-horse power inclusive	7 19 0	8 5 0	8 5 6	7 16 0
On motors under 100-horse power	7 13 0	7 19 0	7 19 6	7 10 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
<i>Note.</i> —Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	9 6 0	9 12 0	9 12 6	9 3 0
Others ..	8 16 6	9 2 6	9 3 0	8 13 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVVIERS AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver ..	9 12 6	9 18 6	9 19 0	9 9 6
Second driver ..	8 12 6	8 18 6	8 19 0	8 9 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders) ..	8 7 0	8 13 0	8 13 6	8 4 0
Others ..	8 3 0	8 9 0	8 9 6	8 0 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class ..	9 2 0	9 8 0	9 8 6	8 19 0
Lofty cranes—second-class ..	8 18 6	9 4 6	9 5 0	8 15 6
Lofty cranes—third-class ..	8 12 6	8 18 6	8 19 0	8 9 6
Cantilever cranes ..	8 18 6	9 4 6	9 5 0	8 15 6
Cranes transporting molten metal in foundries ..	8 11 0	8 17 0	8 17 6	8 8 0
Open hearth furnace crane ..	8 11 0	8 17 0	8 17 6	8 8 0
Steam travelling cranes ..	8 11 0	8 17 0	8 17 6	8 8 0
Other steam cranes ..	8 6 6	8 12 6	8 13 0	8 3 6
Grab cranes ..	8 11 0	8 17 0	8 17 6	8 8 0
Electric cranes not elsewhere included—				
Four motions and over ..	8 2 6	8 8 6	8 9 0	7 19 6
Overhead traverser with auxiliary hoist ..				
Traverser with jib hoist ..				
Two or three motions ..				
Overhead traverser ..				
Stationary jib; stationary jib hoist ..	7 19 0	8 5 0	8 5 6	7 16 0
Traverser jib ..				
Hydraulic stationary jib cranes ..	8 3 0	8 9 0	8 9 6	8 0 0
Mobile cranes lifting capacity up to and including 3 tons ..	8 8 0	8 14 0	8 14 6	8 5 0
Over 3 tons and up to 5 tons ..	8 3 0	8 9 0	8 9 6	8 0 0
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s. 6d. per week up to 10 tons ..	7 15 0	8 1 0	8 1 6	7 12 0
Fork lift driver ..	7 7 0	7 13 0	7 13 6	7 4 0
Cranes and hoists not elsewhere included ..				
String cranes—five tons or less ..				
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam) ..	8 10 0	8 16 0	8 16 6	8 7 0
Road roller (oil) ..	8 8 0	8 14 0	8 14 6	8 5 0
Traction engine (oil—50-brake h.p. or over) ..	8 10 0	8 16 0	8 16 6	8 7 0
Traction engine (oil—under 50-brake h.p.) ..	8 5 0	8 11 0	8 11 6	8 2 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor ..	8 0 0	8 6 0	8 6 6	7 17 0
Internal combustion traction motor ..	8 0 0	8 6 0	8 6 6	7 17 0
<i>Tow Motors.</i>				
Tow motor ..	7 14 0	8 0 0	8 0 6	7 11 0
G.—TRACTOR UNIT PLANT.				
The provisions of this Division shall not apply to logging operations.				
Tournapull ..	9 12 6	9 18 6	9 19 0	9 9 6
Tractors without power operated attachments or with power operated attachments not in use ..	8 5 0	8 11 0	8 11 6	8 2 0
(a) 50-brake horse power and under ..	8 10 0	8 16 0	8 16 6	8 7 0
(b) over 50-brake horse power ..				
Tractors while using power operated attachments—				
(a) 35-brake horse power and under ..	8 10 0	8 16 0	8 16 6	8 7 0
(b) over 35-brake horse power to 70-brake horse power ..	9 0 0	9 6 0	9 6 6	8 17 0
(c) over 70-brake horse power ..	9 6 0	9 12 0	9 12 6	9 3 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	8 10 0	8 16 0	8 16 6	8 7 0
Grader, single unit over 40-brake horse power	9 6 0	9 12 0	9 12 6	9 3 0
Grader, single unit 40-brake horse power and under	8 16 0	9 2 0	9 2 6	8 13 0
Concrete paver, single drum	8 5 0	8 11 0	8 11 6	8 2 0
H.—FIREMEN.				
Fireman	7 17 0	8 3 0	8 3 6	7 14 0
Fireman—first-class	8 2 0	8 8 0	8 8 6	7 19 0
Leading fireman—first class	8 9 0	8 15 0	8 15 6	8 6 0
Leading fireman—second-class	8 6 0	8 12 0	8 12 6	8 3 0
Locomotive fireman	8 0 0	8 6 0	8 6 6	7 17 0
I.—GREASERS.				
Greaser or oiler	7 13 0	7 19 0	7 19 6	7 10 0
Greaser or oiler—first-class	8 2 0	8 8 0	8 8 6	7 19 0
Trimmer	7 9 0	7 15 0	7 15 6	7 6 0
Fuelman	7 9 0	7 15 0	7 15 6	7 6 0
Engine cleaner	7 9 0	7 15 0	7 15 6	7 6 0
Boiler cleaner	7 9 0	7 15 0	7 15 6	7 6 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	8 9 0	8 15 0	8 15 6	8 6 0
All others	6 10 0	6 16 0	6 16 6	6 7 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. 6d. per week in lieu of payment under clause 14 for absences arising from sickness or accident.

3.

Additional Rates.

Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others."

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—

s. d.
15 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all 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 loading specified.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere in- cluded.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age ..	25	0 6	1 11 6	1 11 6	1 13 0	1 10 6
If 16 years of age ..	33	0 9	2 1 6	2 1 6	2 4 0	2 0 6
If 17 years of age ..	60	1 0	3 15 6	3 15 6	3 19 6	3 13 6
If 18 years of age ..	75	2 0	4 15 0	4 15 0	5 0 0	4 12 6
If 19, but under 20 years of age ..	90	2 6	5 14 0	5 14 0	6 0 0	5 11 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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



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MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I, 1 of Part II, and 1 of Part III of the Determination published in *Government Gazette* No. 815 of the 15th September, 1949, shall be replaced by the following clauses:—

PART I.

B. This Part applies to persons employed wholly inside the employer's factory or workroom:—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) architectural modelling;
- (c) preparing material for or making acoustic tiles moulded into slab form, and having an earth base; or
- (d) assisting at any of the operations mentioned in (a), (b), or (c), hereof.

I. WAGES.

• Apprentices.					Improvers.				
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.				
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- adjustable).	Total Weekly Wage.		Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	36 3	0 11	0 9	37 11	Under 17 years of age	36 3	0 11	0 9	37 11
2nd year's experience	54 6	1 5	1 3	57 2	17 years of age ..	54 6	1 5	1 3	57 2
3rd year's experience	71 6	1 10	1 6	74 10	18 years of age ..	71 6	1 10	1 6	74 10
4th year's experience	91 3	2 4	1 9	95 4	19 years of age ..	91 3	2 4	1 9	95 4
5th year's experience	108 6	2 9	2 3	113 6	20 years of age ..	108 6	2 9	2 3	113 6

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 15s. 11d. per week.

PROPORTION (by any employer).

- (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—
One improver to every three workers receiving not less than 189s. 5d. per week.
- (ii) Any other class of work—
One improver to every six workers receiving not less than 189s. 5d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	s. d.	s. d.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	178 8	4 9	6 0	189 5
Persons engaged in preparing material for or making acoustic tiles moulded into slab form and having an earth base ..	147 11	4 0	3 0	154 11
All others ..				

PART II.

C. This Part applies to persons employed wholly inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

I.

WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	}																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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PART III.

D. This Part applies to persons employed :—

- (a) wholly outside the employer's factory or workroom at any work covered by this Determination ; or,
 (b) partly outside, and partly inside the employer's factory or workroom at any work covered by this Determination.

This Part shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.

If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part I. hereof.

Provided that in such case the provisions of clause 6, Allowances, of this Part shall be deemed to be included in Part I. hereof and shall remain in force.

I.

WAGES.

* Apprentices.					Improvers.				
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.				
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.		Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.				A.	B.		
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	36 3	0 11	0 9	37 11	Under 17 years of age	36 3	0 11	0 9	37 11
2nd year's experience	54 6	1 5	1 3	57 2	17 years of age ..	54 6	1 5	1 3	57 2
3rd year's experience	71 6	1 10	1 6	74 10	18 years of age ..	71 6	1 10	1 6	74 10
4th year's experience	91 3	2 4	1 9	95 4	19 years of age ..	91 3	2 4	1 9	95 4
5th year's experience	108 6	2 9	2 3	113 6	20 years of age ..	108 6	2 9	2 3	113 6

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 199s. 9d. per week.

PROPORTION (by any employer).

(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—
 One improver to every three workers receiving not less than 199s. 9d. per week.
 (ii) Any other class of work—
 One improver to every six workers receiving not less than 199s. 9d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board				
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings	186 3	7 6	6 0	199 9
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				

Clauses, other than clauses 1 of Part I, 1 of Part II, and 1 of Part III, of the said Determination shall remain in force.

1. The first part of the document is a list of the names of the persons who have been appointed to the various offices of the city government. The names are listed in alphabetical order, and each name is followed by the name of the office to which he or she has been appointed.

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VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 925]

MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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 8 0	8 14 6	8 5 0
File inspector—First class .. .	8 3 0	8 9 6	8 0 0
File inspector (other)—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	7 17 0	8 3 6	7 14 0
Automatic file blanking machine operator—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	8 3 0	8 9 6	8 0 0
File cutter—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	8 3 0	8 9 6	8 0 0
Hand hammer file forger—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	8 3 0	8 9 6	8 0 0
File tang roller—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	8 3 0	8 9 6	8 0 0
File compound controller .. .	8 1 6	8 8 0	7 18 6
File edge grinder—			
(a) First three months' experience as such .. .	7 15 0	8 1 6	7 12 0
(b) Thereafter .. .	8 1 0	8 7 6	7 18 0
File side grinder .. .			
(a) First three months' experience as such .. .	7 15 0	8 1 6	7 12 0
(b) Thereafter .. .	8 1 0	8 7 6	7 18 0
File hardener—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	8 1 0	8 7 6	7 18 0
File point roller—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	8 1 0	8 7 6	7 18 0
File bar clipper—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	7 18 0	8 4 6	7 15 0
File roll flattener—			
(a) First three months' experience as such .. .	7 12 0	7 18 6	7 9 0
(b) Thereafter .. .	7 18 0	8 4 6	7 15 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.
File brander	£ s. d.	£ s. d.	£ s. d.
(a) First three months' experience as such	7 12 0	7 18 6	7 9 0
(b) Thereafter	7 18 0	8 4 6	7 15 0
Half round or round file grinder—			
(a) First three months' experience as such	7 15 0	8 1 6	7 12 0
(b) Thereafter	7 17 0	8 3 6	7 14 0
File tang and point trimmer—			
(a) First three months' experience as such	7 12 0	7 18 6	7 9 0
(b) Thereafter	7 15 0	8 1 6	7 12 0
File miller—			
(a) First three months' experience as such	7 12 0	7 18 6	7 9 0
(b) Thereafter	7 17 0	8 3 6	7 14 0
File acider	7 17 0	8 3 6	7 14 0
File sand blaster	7 15 6	8 2 0	7 12 6
Semi-automatic hammer file forger	7 15 0	8 1 6	7 12 0
File straightener (hand)	7 15 0	8 1 6	7 12 0
File grinder (other)	7 15 0	8 1 6	7 12 0
File edge setter (machine or hand)	7 15 0	8 1 6	7 12 0
File stripper (machine or hand)	7 15 0	8 1 6	7 12 0
File chisel grinder	7 15 0	8 1 6	7 12 0
File cropper	7 15 0	8 1 6	7 12 0
File point grinder	7 15 0	8 1 6	7 12 0
File safe edger	7 15 0	8 1 6	7 12 0
File tang bluer	7 15 0	8 1 6	7 12 0
File anneal loader	7 13 0	7 19 6	7 10 0
File straightener (machine)	7 12 0	7 18 6	7 9 0
File counter	7 12 0	7 18 6	7 9 0
File drier	7 12 0	7 18 6	7 9 0
File oiler	7 12 0	7 18 6	7 9 0
File paster	7 12 0	7 18 6	7 9 0
File ringer	7 12 0	7 18 6	7 9 0
Other employees with not less than three months' experience in this industry	6 19 0	7 5 6	6 16 0
All others	6 13 0	6 19 6	6 10 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.	Per Week.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	6 0	4 9 6	4 14 0	4 7 6
All others	75	3 0	7 0	5 3 0	5 8 0	5 0 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	3 6	2 14 0	2 16 6	2 13 0
18 years of age	47½	1 3	4 0	3 4 0	3 7 0	3 2 6
19 years of age	55	1 6	4 6	3 14 0	3 18 0	3 12 6
20 years of age	62½	2 0	5 0	4 4 6	4 8 6	4 2 6
<i>III.—Junior Males.</i>						
Under 16 years of age ..	25	0 6	2 0	1 13 6	1 15 0	1 12 6
16 years of age	35	0 9	3 0	2 7 0	2 9 6	2 6 0
17 years of age	47½	1 0	4 0	3 4 0	3 7 0	3 2 6
18 years of age	60	1 0	5 0	4 0 6	4 4 6	3 18 6
19 years of age	75	2 0	6 0	5 1 0	5 6 0	4 18 6
20 years of age	90	2 0	7 0	6 0 6	6 6 6	5 18 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.



VICTORIA GOVERNMENT GAZETTE.

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No. 926]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

FURNITURE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 49 of the 28th January, 1949, shall be replaced by the following clauses:—

WAGES.

2.

Adults, Journeymen and Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Glippsland Districts.	Elsewhere in Victoria.
GROUP "A"—WOOD MACHINIST, &c.	£ s. d.	£ s. d.
1. Boul't's carver machinist	8 17 6	8 14 6
2. Shaping machinist	8 17 6	8 14 6
3. Moulding machinist who grinds his own cutters	8 17 6	8 14 6
4. Wood turner	8 17 6	8 14 6
5. Router machinist	8 17 6	8 14 6
6. Linderman or similar jointer machinist who sets up and is in charge of his machine	8 17 6	8 14 6
7. Band and jig sawyer	8 10 0	8 7 0
8. Circular sawyer	8 10 0	8 7 0
9. Dovetailer machinist	8 10 0	8 7 0
10. Buzzer machinist	8 10 0	8 7 0
11. Planer machinist	8 10 0	8 7 0
12. Thicknesser machinist	8 10 0	8 7 0
13. Glue jointer machinist	8 10 0	8 7 0
14. Tenoner machinist	8 10 0	8 7 0
15. Copying or automatic lathe—employee setting up or operating	8 10 0	8 7 0
16. Morticer machinist	8 10 0	8 7 0
17. Triple drum sander	8 10 0	8 7 0
18. Multiple borer machinist (3 or more bits) who set up and operates	8 10 0	8 7 0
19. Moulding machinist who does not grind his own cutters	8 10 0	8 7 0
20. Sander machinist	8 0 0	7 17 0
21. Boring machinist (less than 3 bits)	8 0 0	7 17 0
22. All other machinists	8 0 0	7 17 0
23. Timber bender	7 5 0	7 2 0
24. Timber stacker	7 5 0	7 2 0
25. Yardman	7 5 0	7 2 0
26. Tailor-out	7 5 0	7 2 0
27. Employees not otherwise classified	6 13 0	6 10 0

* Where an employee subject to Group "D", "E", "F", or "G", performs work for which a classification and wage rate is not prescribed in such Group, such employee shall be paid at the rate provided for such work in Group "A", "B" or "C".

Adults, Journeymen and Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warraambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
GROUP "B"—POLISHING &c.	£ s. d.	£ s. d.
1. Polisher	8 17 6	8 14 6
2. Spray hand	8 0 0	7 17 0
3. Employee rubbing down and/or filling and/or varnishing and/or staining ..	8 0 0	7 17 0
GROUP "C"—GENERAL FURNITURE.		
<i>Males.</i>		
1. Cabinet maker	8 17 6	8 14 6
2. Wood carver	8 17 6	8 14 6
3. Chair frame maker	8 17 6	8 14 6
4. Gramophone case maker or fitter	8 17 6	8 14 6
5. Upholsterer	8 17 6	8 14 6
6. Assembler i.e., an adult worker employed in fitting together by nailing, screwing, glueing or fixing in any manner machine jointed, moulded or finished parts or wooden furniture and who in so doing trims edges and makes minor adjustments ..	8 12 6	8 9 6
7. Veneer cutter or matcher	8 10 0	8 7 0
8. Stuff over chair or couch frame maker i.e., an adult person who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines	8 0 0	7 17 0
9. Employee cramping furniture and/or mantelpieces	8 0 0	7 17 0
10. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size	8 0 0	7 17 0
11. Employee packing furniture and/or mantelpieces	7 8 0	7 5 0
<i>Females.</i>		
1. Upholstress	5 17 6	5 15 3
2. Veneer matcher	5 17 6	5 15 3
3. Female employed in designing, making, painting or decorating— (a) furnishing accessories or novelties	5 17 6	5 15 3
(b) domestic woodware	5 17 6	5 15 3
(c) walking sticks	5 17 6	5 15 3
* GROUP "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES.		
<i>(a) Bedding—</i>		
<i>Males.</i>		
1. Employee engaged on making box spring mattresses and upholstered base supports	8 17 6	8 14 6
2. Reversible inner spring mattress and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting	8 10 0	8 7 0
3. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border	8 10 0	8 7 0
4. Employee who does not set up or adjust, but only operates any of the following bedding machines: Power tufting; roll edge; tape edge; buttoning; or pre-built border	8 0 0	7 17 0
<i>Females.</i>		
1. Females sewing mattresses, pillows, quilts, cushions, &c.	5 17 6	5 15 3
<i>(b) Bedsteads and Wire Mattresses—</i>		
1. Wire weaver who sets up, adjusts and operates automatic machine	8 17 6	8 14 6
2. Other wire weavers	8 10 0	8 7 0
3. Stretcher up	8 0 0	7 17 0
4. Tacker up	8 0 0	7 17 0
5. Splitter up	8 0 0	7 17 0
6. Mattress spring and/or spring unit maker	8 16 6	8 13 6
<i>(c) Bedstead Assembly—</i>		
1. Employee framing and/or cramping combination bedsteads and/or settees and/or cots	8 0 0	7 17 0
2. Employee setting up to check and packing combination bedsteads and/or settees and/or cots	7 8 0	7 5 0
* GROUP "E"—CARPET PLANNING AND SOFT FURNISHINGS.		
<i>Males.</i>		
1. Carpet planner	8 17 6	8 14 6
2. Sewer or layer of carpets, linos, masonite or any other floor covering	8 12 6	8 9 6
3. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds	8 10 0	8 7 0
4. Employees mounting, making or hanging blinds	8 10 0	8 7 0
5. Carpet room assistant	7 8 0	7 5 0
<i>Females.</i>		
1. Carpet sewer	5 18 9	5 16 6
2. Table hand	5 17 6	5 15 3
3. Draping hand or repairer of new goods	5 17 6	5 15 3
4. Shade roller blind maker	5 17 6	5 15 3
5. Cutter of loose covers	5 17 6	5 15 3
6. Cutter of curtains, draperies, or blinds	5 17 6	5 15 3
7. Fancy roller blind maker	5 17 6	5 15 3

* Where an employee subject to Group "D", "E", "F" or "G", performs work for which a classification and wage rate is not prescribed in such Group, such employee shall be paid at the rate provided for such work in Group "A", "B" or "C".

Adults, Journeymen and Journeywomen.	weekly wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
* GROUP "F"—PICTURE FRAMES.	£ s. d.	
<i>Males.</i>		
1. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo	8 10 0	8 7 0
2. Mount cutter	8 0 0	7 17 0
3. Mounter	8 0 0	7 17 0
4. Joiner	8 0 0	7 17 0
5. Gilder or bronzer	8 0 0	7 17 0
<i>Females.</i>		
1. Mounting and/or fitting	5 5 0	5 2 9
* GROUP "G"—REFRIGERATORS (OTHER THAN ICE)		
1. Cabinet maker	8 17 6	8 14 6
2. Painter and/or enameller, spray or brush on coats other than priming ..	8 17 6	8 14 6
3. Painter and/or enameller, spray or brush on prime coats	8 0 0	7 17 0
4. Wet rubbing on prime coats	8 0 0	7 17 0

* Where an employee subject to Group "D", "E", "F", or "G", performs work for which a classification and wage rate is not prescribed in such Group, such employee shall be paid at the rate provided for such work in Group "A", "B", or "C".

APPRENTICES AND IMPROVERS—RATES OF PAY.

3. The following shall be the rates of pay for apprentices and improvers:—

	weekly wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<i>Male Apprentices.</i>		
5 year term—		
1st year's experience	32 0	31 0
2nd year's experience	44 6	43 6
3rd year's experience	63 6	62 0
4th year's experience	95 6	93 0
5th year's experience	121 0	118 0
4 year term—		
1st year's experience	38 0	37 6
2nd year's experience	63 6	62 0
3rd year's experience	95 6	93 0
4th year's experience	121 0	118 0
<i>Male Improvers.</i>		
Under 16 years of age	28 6	27 6
16 years and under 17	32 0	31 0
17 years and under 18	44 6	43 6
18 years and under 19	63 6	62 0
19 years and under 20	95 6	93 0
20 years and under 21	121 0	118 0
<i>Female Apprentices.</i>		
1st year's experience	44 6	43 6
2nd year's experience	63 6	62 0
3rd year's experience	84 6	82 6
4th year's experience	96 0	93 6
(A female shall not be apprenticed until she is 16 years of age.)		
<i>Female Improvers.</i>		
16 years and under	32 0	31 0
17 years	44 6	43 6
18 years	63 6	62 0
19 years	84 6	82 6
20 years	96 0	93 6

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



VICTORIA GOVERNMENT GAZETTE.

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No. 927]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 65 of the 1st February, 1949, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Wages per Week.	Improvers.		
		Improvers other than Flint Improver Blowers.	Wages per Week.	Flint Improver Blower. Wages per Day of 8 Hours.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	68 0	1st year's experience ..	62 0	28 8
2nd " " ..	76 9	2nd " " ..	82 6	
3rd " " ..	88 0	3rd " " ..	95 3	
4th " " ..	98 0	4th year's experience and until reaching the age of 21 years	111 9	
5th " " ..	106 0			
and thereafter the minimum adult wage or piecework price				

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

No. 927.—11175/49.—PRICE 3d.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Wages per Week.	Females.	Wages per Week.
	s. d.		s. d.
Under 16 years of age	37 0	Under 15 years of age	33 3
16 years, but under 17 years of age	41 6	15 years, but under 16 years of age	35 0
17 " " " 18 " "	53 6	16 " " " 17 " "	46 0
18 " " " 19 " "	74 3	17 " " " 18 " "	50 6
19 " " " 20 " "	87 0	18 " " " 19 " "	54 9
20 " " " 21 " "	99 0	19 " " " 20 " "	63 9
		20 " " " 21 " "	73 0

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	£ s. d.
Furnacemen	7 17 6
Lehr attendants	7 8 0
Stickers-up to melter press shop (3 stickers-up)	7 16 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines	7 8 0
Crackers-off on Dip and Blow and Y machines	7 8 0
Melters on side Lever press glazers and battery jar press	7 10 6
Ball blowers 1st year	7 8 0
Ball blowers 2nd year	7 15 6
Ball blowers 3rd year	8 3 0
Taker-out on side lever press	7 10 6
Assistants to journeymen	7 3 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers	7 15 0
Batch mixers' Assistants	7 9 0
Handlers of raw materials (as defined)	7 8 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	7 19 0
Packers doing other packing (as defined)	7 7 0
Packers doing nested cartons (as defined)	7 7 0
Packers doing partitioned cartons (as defined)	7 12 0
Headers-up packed case	7 7 0
Warehouse Assemblers	7 7 0
Warehousemen	7 8 6
Loaders in delivery section	7 16 0
Stackers in delivery section	7 12 0
Sorters	7 14 0
Mould paster	7 12 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels	7 7 0
Cutters-off	7 7 0
Operators on glazing machines	7 7 0
Operators on searing-off machines	7 9 0
Operators on sandblast booth	7 18 0
Acid dippers	7 11 0
Glisters colour handlers	7 11 0
Sprayer	7 16 0
Other adult labour except where hereafter specified	7 3 0

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned receive the following minimum rates, namely :—

Journeymen.	Per Day.
	s. d.
Blowers—	
12" and under	38 2
Over 12" and up to 18"	41 1
Over 18"	46 1
Press workers—	
Press workers on general ware up to 2 lb.	35 11
Press workers on general ware 2 lb. to 5 lb.	36 11
Press workers on general ware over 5 lb.	37 11
Dip mould workers—	
Blowers	35 5
Gatherers	36 5

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following :—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

2.

ADULTS (OTHER THAN SKILLED GLASSWORKERS).

										Wages per Week.
										£ s. d.
Furnacemen	..	..	..	..	..	..	..	..	..	6 15 0
Salt cake burners	..	..	..	..	..	..	..	..	..	6 15 0
Lehrmen	..	..	..	..	..	..	..	..	..	6 9 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	..	..	..	..	6 9 6
Salt cake burners' assistants	..	..	..	..	..	..	..	..	..	6 9 6
Packers packing in bags or straw	..	..	..	..	..	..	..	..	..	6 8 6
Sorters	..	..	..	..	..	..	..	..	..	6 8 6
Lister truck hands and assistants	..	..	..	..	..	..	..	..	..	6 7 6
All others	..	..	..	..	..	..	..	..	..	6 6 0

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section, of the said Determination shall remain in force.



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MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 936 of the 27th September, 1948, shall be replaced by the following clause:—

2. (a)

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.		FEMALES.				
Age.	Wages.	Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).	Total Weekly Wages.
	Per Week.		Per Week.	Per Week.	Per Week.	Per Week.
	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	54 6	Under 16 years of age ..	32 3	2 3	2 9	37 3
16 years of age and under 17 years of age ..	61 0	16 to 17 years of age ..	34 0	2 6	2 9	39 3
17 years of age and under 18 years of age ..	72 9	17 to 18 years of age ..	41 9	3 0	3 6	48 3
18 years of age and under 19 years of age ..	86 6	18 to 19 years of age ..	46 0	3 3	4 0	53 3
19 years of age and under 20 years of age ..	100 0	19 to 20 years of age ..	53 3	3 9	4 6	61 6
20 years of age and under 21 years of age ..	119 6	20 to 21 years of age ..	60 6	4 3	5 3	70 0

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

Candle Section.

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 31st July, 1925.

Improvers.*Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.*

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

Candle or Soap and Soda Sections.

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

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work :—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	8 14 6	8 11 6
Honey blenders	8 9 6	8 6 6
Men roasting and/or grinding and who mix or blend coffee or chicory	8 9 6	8 6 6
Assistant millers	8 7 0	8 4 0
Coffee essence makers	8 7 0	8 4 0
Bagged goods carriers and/or stackers	8 7 0	8 4 0
Cellarmen in charge and working at loading, unloading and despatching by-products	8 7 0	8 4 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	8 4 0	8 1 0
Roasters of other commodities than coffee or chicory	8 4 0	8 1 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	8 4 0	8 1 0
Mixers or blenders	8 4 0	8 1 0
Kilnmen and/or bleachers	7 19 6	7 16 6
Mill hands	7 17 0	7 14 0
Men engaged drawing off finished products and/or by-products in cereal mills	7 17 0	7 14 0
Men engaged at oat cleaning and/or grading	7 17 0	7 14 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	8 14 6	8 11 6
Assistant millers	8 7 0	8 4 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	8 7 0	8 4 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	8 7 0	8 4 0
Steepmen	8 2 0	7 19 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	8 0 0	7 17 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	7 19 6	7 16 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	7 17 0	7 14 0
Men grinding starch and/or cornflour	7 17 0	7 14 0
Mill hands	7 17 0	7 14 0
Starch and/or cornflour shovellers	7 17 0	7 14 0
Leading hand—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	8 14 6	8 11 6
Assistant millers	8 7 0	8 4 0
Mill hands	7 17 0	7 14 0
Men engaged drawing off broken rice, bran, straw, and/or rice	7 17 0	7 14 0
Men engaged taking off and/or sewing and/or stacking rice	7 17 0	7 14 0
Rice meal rammers	7 17 0	7 14 0
Rice hull packers	7 17 0	7 14 0
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	8 7 0	8 4 0
Convertor men	8 7 0	8 4 0
Flour mixers or men feeding mixers and/or bagging dry gluten	8 2 0	7 19 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	7 19 6	7 16 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	7 19 6	7 16 6
Pumpmen	7 17 0	7 14 0
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	8 12 0	8 9 0
Paste makers	7 18 0	7 15 0
Hydraulic press attendants	7 18 0	7 15 0
Women working in dough room and vermicelli twisting and spaghetti spreading	4 6 3	4 4 9
All other male adults	7 12 0	7 9 0
All other female adults	4 1 3	3 19 9
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	8 7 0	8 4 0
Men in charge of and working rollers	8 7 0	8 4 0
Men in charge of and working at toasting flakes or biscuits (oven men)	8 7 0	8 4 0
Grinding and milling machinists	7 18 0	7 15 0
Fillers and/or makers	7 18 0	7 15 0
Pressmen	7 18 0	7 15 0
Conveyor workers	7 18 0	7 15 0
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	8 14 6	8 11 6
Vacuum pan attendants	8 7 0	8 4 0
Men operating and in charge of grain crushers, mixing and filling machines	8 4 6	8 1 6
Men working at and in charge of dehydrators	8 4 6	8 1 6
Man working at and in charge of store	8 3 0	8 0 0
Man working at and in charge of spent grain bins	8 3 0	8 0 0
All other adult males	7 19 0	7 16 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	8 14 6	8 11 6
Man engaged on cornflour packing machine	8 7 0	8 4 0
Convertor men	8 7 0	8 4 0
Man in charge of and working at macerators	8 7 0	8 4 0
Vacuum pans men	8 7 0	8 4 0
Men in charge of and working in drip rooms	8 4 0	8 1 0
Dextrine and/or custard mixer and/or blender	8 4 0	8 1 0
Weighbridge attendants	8 2 0	7 19 0
Steepmen	8 2 0	7 19 0
Millers' assistants	8 2 0	7 19 0
Feed dryers	8 2 0	7 19 0
Silk reel repairers	7 19 6	7 16 6
Men engaged on char filters	7 19 6	7 16 6
Char kilnmen	7 19 6	7 16 6
Oliver filtermen	7 19 6	7 16 6
Oil expeller men	7 19 6	7 16 6
Reels and cracker men	7 19 6	7 16 6
Neutralizer men	7 19 6	7 16 6
Drip room men	7 17 0	7 14 0
Maize receiving and cleaning operators	7 17 0	7 14 0
Sample men	7 17 0	7 14 0
Liquor presses	7 17 0	7 14 0
Feed press valve men	7 17 0	7 14 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	7 17 0	7 14 0
Flushing system men	7 17 0	7 14 0
Paddlers	7 17 0	7 14 0
Pumpmen	7 17 0	7 14 0
Starch-house kilnmen	7 17 0	7 14 0
Polly feed and/or oil meal baggers and sewers	7 17 0	7 14 0
Bulk cornflour baggers and sewers	7 17 0	7 14 0
Assistant operators on macerators	7 17 0	7 14 0
Yardmen	7 17 0	7 14 0
Women employed at scraping starch	4 6 3	4 4 9
Women employed on custard powder filling machines	4 6 3	4 4 9
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All other female adults	4 1 3	3 19 9
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	7 17 0	7 14 0
Man in charge of liquefying tallow	8 4 0	8 1 0
Assistant liquefying tallow	8 0 6	7 17 6
Operator of bleaching plant	7 19 0	7 16 6
Operator of pumps and/or blowers	7 17 0	7 14 0
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	8 8 6	8 5 6
Operator of filter presses and/or reagent-making plant	8 8 6	8 5 6
Operator of fatty acid stills	8 8 6	8 5 6
Stillman's assistant and/or pumpman	7 19 6	7 16 6
Cupboard runners	8 2 0	7 19 0
Press room ganger (or charge hand in press room)	8 8 6	8 5 6
Operator in charge of black acid presses	7 17 0	7 14 0
Operator of oiler filters	8 8 6	8 5 6
Pumpman	7 19 6	7 16 6
Storeman in oliene store	7 18 0	7 15 0
Vatmen treating stearine	8 2 0	7 19 0
Candle moulder—after 12 months' experience	8 2 0	7 19 0
Candle moulder with less than 12 months' experience	7 17 0	7 14 0
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	8 2 6	7 19 6
Soda crystal maker	8 2 0	7 19 0
Assistant soda crystal maker	7 17 0	7 14 0
Assistant soap maker	8 9 6	8 6 6
Soap pumpmen	8 2 0	7 19 0
Lye runner	7 17 0	7 14 0
Operator of power mixers and/or crutchers	8 2 0	7 19 0
Soap crutcher by hand	7 19 0	7 16 0
Soap cutting machinist	7 19 0	7 16 0
Head soap cutter by hand	7 19 0	7 16 0
Soap cutter by hand	7 14 6	7 11 6
Stampers by foot or hand	7 17 0	7 14 0
Operator of automatic stamping, wrapping, or packing machines	7 17 0	7 14 0
Operator of automatic soap dryers	7 17 0	7 14 0
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
Milling of Toilet Soap—		
Milling room foreman	8 2 6	7 19 6
Man in charge of, and actually milling soap	8 2 0	7 19 0
Soap miller	7 17 0	7 14 0
Mixing and/or blending toilet soap chips	7 17 0	7 14 0
Pulverising and/or dressing pulverized soap	7 17 0	7 14 0
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
Operator of power mixer and/or crutcher	£ s. d. 8 2 0	7 19 0
Operator of soap powder mill	8 2 0	7 19 0
Truckers and assistants to operators of mixers, crutchers or mills	7 15 0	7 12 0
Leading hands—10s. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	8 8 6	8 5 6
Assistant operator of evaporators	7 19 6	7 16 6
Operator of glycerine stills	8 8 6	8 5 6
Men preparing charcoal for refining glycerine	7 19 6	7 16 6
Filter press hand	7 17 0	7 14 0
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	8 12 0	8 9 0
Mill hands as defined	8 4 6	8 1 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	7 19 0	7 16 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 6s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	8 9 6	8 6 6
Cooker, man in charge	8 7 0	8 4 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	7 19 6	7 16 6
Skillet and/or splint choppers	7 18 0	7 15 0
Paste makers	7 17 0	7 14 0
Wax mixers	7 17 0	7 14 0
Slitters	7 17 0	7 14 0
Gum grinders	7 17 0	7 14 0
Dogmen	7 17 0	7 14 0
Painting machine attendants (men)	7 17 0	7 14 0
Men operating two-way scorers	7 17 0	7 14 0
Leading hands—7s. 6d. per week additional		
All other male adults	7 12 0	7 9 0
All female adults	4 1 3	3 19 9
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	8 4 9	8 1 9
(ii) seven or more such persons	8 18 9	8 15 9
(b) Works singly	8 2 6	7 19 6
(c) Storemen and/or packers	7 18 0	7 15 0
<i>Hot Places.</i>		
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 20 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. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—		
Employees stacking soda ash from lorry to stack	6d. Extra per hour	
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour	
Employees carrying pulverized pumice or silicate	3d. Extra per hour	
Employees cleaning evaporator tubes	6d. Extra per hour	
Employees mixing Cooee cleaner by present methods	9d. Extra per hour	
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour	
Skimming tallow recovery pits	1½d. Extra per hour	

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



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MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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.	Females.	Per Week.
(Assisting the Storeman and Packer.)	s. d.		s. d.
18 years of age and under 19 years	89 0	16 years of age and under ..	44 6
19 years of age and under 20 years	109 3	17 years of age	56 9
20 years of age and under 21 years	132 0	18 years of age	69 6
		19 years of age	82 0
		20 years of age	95 0
All Other Males.			
16 years of age and under ..	56 6		
17 years of age	69 3		
18 years of age	94 0		
19 years of age	107 6		
20 years of age	119 9		
		PROPORTION.	
		Three female juniors to every two female adults receiving not less than the adult minimum rate.	
PROPORTION.			
(Assisting the Storeman and Packer.)			
One male apprentice to every three or fraction of three male workers receiving not less than 160s. per week.			
One male improver to every four or fraction of four male workers receiving not less than 160s. per week.			
Other Males.			
Two male juniors to every three male adult workers receiving not less than the adult minimum rate.			

OTHER EMPLOYEES.

<i>Wages per Week.</i>									
3.	Males.								<i>s. d.</i>
	Confectioners, Group 1.	..	..	..	..	..	..	..	172 0
	Confectioners, Group 2.	..	..	..	..	..	..	..	166 0
	Confectioners, Group 3.	..	..	..	..	..	..	..	160 0
	Confectioners, Group 4.	..	..	..	..	..	..	..	154 0
	Confectioners, Group 5.	..	..	..	..	..	..	..	148 0
	Storeman or packer—								
	(a) Who works singly	..	..	..	..	..	..	..	161 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	..	..	..	..	..	..	..	163 9
	(ii) 7 or more such persons	..	..	..	..	..	..	..	177 9
	Other storeman or packer engaged in the despatch or bulk receiving stores	..	..	..	..	..	..	..	157 0
	Females.								
	All adult females	..	..	..	..	..	..	..	111 0

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



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

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

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

RAY. H. BEERS,
Secretary for Labour.

CORK TRADE BOARD.

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 563 of the 21st May, 1948, shall be replaced by the following clauses:—

2. (a)

WAGES.

	Per Week.
	£ s. d.
<i>Adult Males.</i>	
Cork Cutting:—	
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—	
First six months	7 0 6
Thereafter	7 19 6
Feeders and/or operators of machines i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing	7 7 6
All others	7 4 6
Cork Board:—	
Oven hand in charge (curing)	7 19 6
All others	7 4 6
Compressed Cork:—	
Oven hand in charge (curing)	7 19 6
Splitting with band knife and/or mixing granules with adhesive by machinery	7 12 6
All others	7 7 6
Fishing Requisites:—	
Rounding and/or drawing off—	
First six months	7 9 6
Thereafter	7 19 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks	7 7 6
All others	7 4 6
<i>Adult Females.</i>	
Under three months' experience	4 7 6
All others	5 0 6

(b)

APPRENTICES OR IMPROVERS.

Males.				Per Week.	Females.				Per Week.
				£ s. d.					£ s. d.
Under 16 years of age	..	..	..	1 13 0	17 years of age and under	..	..	..	2 13 0
16 years of age	..	..	..	2 6 0	18 years of age	..	..	..	3 3 0
17 years of age	..	..	..	3 2 6	19 years of age	..	..	..	3 13 0
18 years of age	..	..	..	3 19 0	20 years of age	..	..	..	4 3 0
19 years of age	..	..	..	4 19 6					
20 years of age	..	..	..	5 19 0					

PROPORTION (in any place).

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

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



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[1949

Factories and Shops Acts.

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

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

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

WAGES PER WEEK.

										Employed in Hospitals or in Benevolent Homes.	
										Males.	Females.
										£ s. d.	£ s. d.
<i>Assistant Secretary.</i>											
Where the adjusted bed capacity is—											
under 150	..	..	..	..	..	..	..	..	..	11 14 0	8 19 9
151 " 175	..	..	..	..	..	..	..	..	..	11 19 0	9 3 6
176 " 200	..	..	..	..	..	..	..	..	..	12 4 0	9 7 3
201 " 250	..	..	..	..	..	..	..	..	..	12 14 0	9 14 9
251 " 300	..	..	..	..	..	..	..	..	..	13 4 0	10 2 3
301 " 350	..	..	..	..	..	..	..	..	..	13 14 0	10 9 9
351 " 400	..	..	..	..	..	..	..	..	..	14 4 0	10 17 3
401 " 450	..	..	..	..	..	..	..	..	..	14 14 0	11 4 9
451 " 500	..	..	..	..	..	..	..	..	..	15 4 0	11 12 3
501 " 550	..	..	..	..	..	..	..	..	..	15 14 0	11 19 9
551 " 600	..	..	..	..	..	..	..	..	..	16 4 0	12 7 3
601 " 650	..	..	..	..	..	..	..	..	..	16 14 0	12 14 9
651 " 700	..	..	..	..	..	..	..	..	..	17 4 0	13 2 3
701 " 750	..	..	..	..	..	..	..	..	..	17 14 0	13 9 9
<i>Accountant.</i>											
Where the adjusted bed capacity is—											
under 95	..	..	..	..	..	..	..	..	..	10 4 0	7 17 3
96 " 105	..	..	..	..	..	..	..	..	..	10 9 0	8 1 0
106 " 125	..	..	..	..	..	..	..	..	..	10 14 0	8 4 9
126 " 150	..	..	..	..	..	..	..	..	..	10 19 0	8 8 6
151 " 175	..	..	..	..	..	..	..	..	..	11 4 0	8 12 3
176 " 200	..	..	..	..	..	..	..	..	..	11 9 0	8 16 0
201 " 250	..	..	..	..	..	..	..	..	..	11 14 0	8 19 9
251 " 300	..	..	..	..	..	..	..	..	..	12 4 0	9 7 3
301 " 350	..	..	..	..	..	..	..	..	..	12 14 0	9 14 9
351 " 400	..	..	..	..	..	..	..	..	..	13 4 0	10 2 3
401 " 450	..	..	..	..	..	..	..	..	..	13 14 0	10 9 9
451 " 500	..	..	..	..	..	..	..	..	..	14 4 0	10 17 3
501 " 550	..	..	..	..	..	..	..	..	..	14 14 0	11 4 9
551 " 600	..	..	..	..	..	..	..	..	..	15 4 0	11 12 3
601 " 650	..	..	..	..	..	..	..	..	..	15 14 0	11 19 9
651 " 700	..	..	..	..	..	..	..	..	..	16 4 0	12 7 3
701 " 750	..	..	..	..	..	..	..	..	..	16 14 0	12 14 9
<i>Chief Clerk.</i>											
Where the adjusted bed capacity is—											
under 105	..	..	..	..	..	..	..	..	..	8 4 0	6 7 3
106 to 175	..	..	..	..	..	..	..	..	..	8 14 0	6 14 9
176 " 250	..	..	..	..	..	..	..	..	..	8 19 0	6 18 6
251 " 350	..	..	..	..	..	..	..	..	..	9 4 0	7 2 3
351 " 400	..	..	..	..	..	..	..	..	..	9 9 0	7 6 0
401 " 450	..	..	..	..	..	..	..	..	..	9 14 0	7 9 9
451 " 500	..	..	..	..	..	..	..	..	..	9 19 0	7 13 6
501 " 550	..	..	..	..	..	..	..	..	..	10 4 0	7 17 3
551 " 600	..	..	..	..	..	..	..	..	..	10 9 0	8 1 0
601 " 650	..	..	..	..	..	..	..	..	..	10 14 0	8 4 9
651 " 700	..	..	..	..	..	..	..	..	..	10 19 0	8 8 6
701 " 750	..	..	..	..	..	..	..	..	..	11 4 0	8 12 3

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



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MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 764 of the 30th August, 1949, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	38 6	45 9	54 6	84 9	111 6	135 0	1st 6 months ..	39 9	46 9	55 9	65 6	72 3	81 0
2nd 6 months	45 9	54 6	84 9	111 6	135 0	..	2nd 6 months ..	46 9	55 9	65 6	72 3	81 0	..
2nd year ..	54 6	84 9	111 6	135 0	..	..	2nd year ..	55 9	65 6	72 3	81 0	..	..
3rd year ..	84 9	111 6	135 0	..	..	..	3rd year ..	65 6	72 3	81 0	..	..	..
4th year ..	111 6	135 0	..	..	..	..	4th year ..	72 3	81 0	..	..	..	..
5th year ..	135 0	..	..	..	..	..	5th year ..	81 0	..	..	..	..	..
PROPORTION.							PROPORTION.						
Males.							Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 155s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 100s. 6d. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 100s. 6d. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

								Per Week of 40 Hours.	
<i>Males.</i>								<i>s.</i>	<i>d.</i>
Combination bag-making machine attendant .. .. .	..	..	..	..	..	..	..	155	0
Repairers by hand .. .. .	..	..	..	..	..	..	..	155	0
Repairers by machine .. .. .	..	..	..	..	..	..	..	155	0
Machinist on combination bag-making machine .. .. .	..	..	..	..	..	..	..	142	0
All others .. .. .	..	..	..	..	..	..	..	137	0
<i>Females.</i>									
Bag-making machinist .. .. .	..	..	..	..	..	..	..	104	9
Repairers by hand .. .. .	..	..	..	..	..	..	..	111	3
Repairers by machine .. .. .	..	..	..	..	..	..	..	111	3
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—									
1st 3 months .. .. .	..	..	..	..	..	..	..	81	9
2nd 3 months .. .. .	..	..	..	..	..	..	..	89	3
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—									
1st 3 months .. .. .	..	..	..	..	..	..	..	81	9
All others .. .. .	..	..	..	..	..	..	..	100	6

NOTE.—The Board determines that no person shall be employed as an apprentice.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent.	} With 86½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.		
Machine repairing washed sugar bags (employer to provide twine)	5½d. "		
Machine repairing ordinary bags (employer to provide twine)	4½d. "		
Machine repairing mill or coal bags (employer to provide twine)	1½d. "		
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	1½d. "		
Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.			
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.		
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "		
Hand repairing wool packs (employee to provide twine)	4½d. each.		

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.



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MONDAY, NOVEMBER 21.

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Factories and Shops Acts.

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

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

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

RAY. H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 103 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.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smith	155 0	152 0
Chill fitter called on to design and model	170 0	167 0
Other chill fitter	155 0	152 0
Machinist	152 0	149 0
Plater in charge	167 0	164 0
Plater's assistant	153 0	150 0
Polisher and grinder	154 0	151 0
Chipper and caster	151 0	148 0
Bedstead fitter and mounter	155 0	152 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	154 0	151 0
Japanner and lacquerer	132 0	149 0
Other employees with not less than three months' experience in the industry	139 0	136 0
All others	138 0	130 0

SPECIAL RATES.

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

- 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.
- Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- 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.
- Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- 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.
- 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.

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.
<i>(a) Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		42 9	0 9	2 6	46 0
17 and under 18 years of age		75 6	1 0	4 6	81 0
18 and under 19 years of age		94 0	2 0	6 0	102 0
19 and under 21 years of age		113 6	2 6	7 0	123 0
<i>(b) Adult Females.</i>					
If of less than 12 months' experience	65		3 0	6 0	89 6
Of 12 months' experience or more	75		3 0	7 0	103 0
<i>(c) Junior Females.</i>					
17 years of age and under	40		1 0	3 6	54 0
18 years of age	47½		1 3	4 0	64 0
19 years of age	55		1 6	4 6	74 0
20 years of age	62½		2 0	5 0	84 6

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.

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RAY. H. BEERS,
Secretary for Labour.

2.

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

No. 934.—11155/49.—PRICE 3D.

PIECWORK 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 5½	4 9	4 3½	4 7½
26 to 36 yards	4 10½	5 2½	4 8½	5 0½
36 to 46 yards	5 0½	5 4½	4 11½	5 2½
Over 46 yards	5 7½	5 11½	5 6½	5 10

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 9	6 0½	6 0½	6 3½
26 to 36 yards	6 1½	6 5	6 5½	6 8½
36 to 46 yards	6 4½	6 7	6 8	6 11
Over 46 yards	6 11½	7 2½	7 3	7 6

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	32 5
" " " " in sheds	27 11
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	22 8
" " " " from bowling stool in sheds (where material is placed on the table)	20 11
" " fancy bricks and off-bearing to hacks or in sheds	32 5
" " " " from bowling stool	29 3
Setting	5 6
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.



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No. 935]

MONDAY, NOVEMBER 21.

[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 November, 1949.

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

RAY. H. BEERS,
Secretary for Labour.

CEMENT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 454 of the 30th May, 1949, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week.			Wages per Week.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age ..	s. d. 50 6	s. d. 2 0	s. d. 52 6	s. d. 58 3	s. d. 2 6	s. d. 60 9
" 17 " " ..	64 0	2 9	66 9	72 0	3 0	75 0
" 18 " " ..	74 3	3 3	77 6	84 0	3 6	87 6
" 19 " " ..	91 0	4 0	95 0	98 9	4 3	103 0
" 20 " " ..	103 3	4 3	107 6	110 9	4 9	115 6
" 21 " " ..	118 3	5 0	123 3	124 0	5 3	129 3

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

(a)	Cement Works.	Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cement Burner		159 0	6 0	165 0
Tester on Slurry Controls		155 0	6 0	161 0
Miller		153 3	6 0	159 3
Coal Drier		153 3	6 0	159 3
Potash plant attendant		153 3	6 0	159 3
Loader in railway trucks at bagging sheds		157 0	6 0	163 0
Machine Bag Filler		157 0	6 0	163 0
Electrostatic Precipitator Attendant		150 6	6 0	156 6
Pipe Line Attendant		143 6	6 0	149 6
Slurry Tank Attendant		150 0	6 0	156 0
Mammoth Crusher Attendant		153 6	6 0	159 6
Truck Cleaner		141 0	6 0	147 0
Cleaner (other)		139 0	6 0	145 0
Truck Tarper		143 6	6 0	149 6
Mill Room Helper		143 6	6 0	149 6
Centrifuge Operator		146 0	6 0	152 0
Potash Residue Attendant		146 0	6 0	152 0
Experienced Factory Operative		143 6	6 0	149 6
Train Attendant		148 0	6 0	154 0
All others		136 0	6 0	142 0

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

(b)	Quarries.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Powder Monkey		166 6	6 0	172 6
Jack Hammerman		166 6	6 0	172 6
Platelayer		157 0	6 0	163 0
Bankman		154 0	6 0	160 0
Underground Drainer		192 6	6 0	198 6
Underground Quarryman		170 6	6 0	176 6
Pump Attendant		161 6	6 0	167 6
Signal Attendant		151 6	6 0	157 6
Leverman		148 0	6 0	154 0
Dump Man		148 0	6 0	154 0
String Puller		146 0	6 0	152 0
Switch Attendant		146 0	6 0	152 0
Dray Attendant		148 0	6 0	154 0
All others		143 0	6 0	149 0

LEADING HANDS.

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

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

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



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MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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.						Other Employees.					
Wages per week of 40 hours.						Wages per week of 40 hours.					
<i>Apprentices.</i>						CHAFF-CUTTING, CORN-GRUBBING, COMPRESSING FODDER, OR THRESHING.					
				<i>s.</i>	<i>d.</i>				<i>s.</i>	<i>d.</i>	
1st year	..	..	..	..	76	9	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	157	0		
2nd "	..	..	..	..	82	6	Drivers of Motor trucks—				
3rd "	..	..	..	..	98	3	(a) having a carrying capacity of 25 cwt. or less	152	6		
4th "	..	..	..	..	108	9	(b) having a carrying capacity over 25 cwt. but not over 3 tons	158	6		
5th "	..	..	..	..	124	3	(c) over 3 tons but under 6 tons	161	0		
<i>Improvers.</i>						Further tonnage—for each complete ton over 5, an extra 1/- per week.					
Under 17 years of age	..	..	..	..	76	9	Carter driving one horse	149	0		
17 years of age	..	..	..	..	82	6	" " two horses	155	0		
18 "	..	..	..	..	98	3	" " three horses	157	6		
19 "	..	..	..	..	108	9	And 2s. 6d. extra per week for every additional horse.				
and thereafter the rate for "Other Employees".						Chaff-cutter feeders—					
PROPORTION (IN ANY PLACE).						(a) in stationary mills	154	6			
<i>Apprentices.</i>						(b) on travelling plants	160	6			
One apprentice to every three or fraction of three workers receiving not less than 145s. per week of 40 hours.						Stablemen	145	0			
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.						All others—					
<i>Improvers.</i>						(a) in stationary mills	152	0			
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 152s. per week of 40 hours.						(b) on travelling plants	158	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)	157	0			
						All others	152	0			

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 (includ- ing 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.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	s. d. 3 11½	s. d. 3 3½	s. d. 2 9	s. d. 2 6½	s. d. ..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	5 0½	4 1½	3 8	3 1½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 3½	3 8	..	..	3 8
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	5 0½	4 1½	..	..	3 8

- (c) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press 2 10½ per ton.
 Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 3 3½ per ton.
 (ii) Where more than four persons are employed .. 2 10½ per ton.

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



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MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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.			(b) *Improvers.			(c) Other Employees.		
	Weekly Wages.			Weekly Wages.			Weekly Wages Day Shift.	
	s.	d.		s.	d.		s.	d.
1st year	33	6	1st year	32	9	Foremen, where over five adults are employed ..	187	6
2nd "	41	6	2nd "	40	0	Foremen, where five adults or fewer are employed	183	9
3rd "	66	0	3rd "	64	3	Lathe hands	182	0
4th "	97	0	4th "	93	9	Builders and repairers of motor cycle frames and		
5th "	128	3	5th "	125	0	frames other than cycle frames	168	3
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.			And thereafter four-fifths of the journeyman's rate.			Builders or repairers or brazers of cycle frames..	167	0
						Other repairers of motor cycles (except lathe hands)	168	3
PROPORTION (IN ANY PLACE).			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.			Other repairers (except lathe hands)	187	0
						Assemblers of motor cycles	187	0
One apprentice to every three or fraction of three persons receiving not less than 155s. per week.			PROPORTION (IN ANY PLACE).			Other assemblers	159	6
						Rilers on motor and other cycles	159	6
			One improver to one person receiving not less than 155s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.			Wheel-builders on motor and other cycles ..	159	6
						Foremen in rim-making	171	6
						All others employed in rim-making	159	6
						Persons cleaning off joints by sand-blasting or by shot-blasting	159	6
						Handle-bar benders—		
						By the mandrel method	155	0
						By any other method	159	6
						Persons not provided for otherwise	149	0

* Except those covered by the Apprenticeship Act.

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

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MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this

16th day of November, 1949.

RAY H. BEERS,

Secretary for Labour.

DRY BATTERIES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 326 of the 30th August, 1940, shall be replaced by the following clauses:—

(2)

IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	28 9	28 9	32 6	40 9	49 0	57 0	1st year ..	25 0	28 0	32 6	40 9	48 9
2nd ..	32 6	34 0	42 3	52 6	61 0	..	2nd ..	29 6	34 0	42 9	50 6	..
3rd ..	40 9	44 6	55 9	65 3	..	..	3rd ..	36 9	44 6	53 3	..	..
4th ..	53 3	60 3	72 0	..	..	..	4th ..	46 0	55 0	..	..	..
5th ..	69 3	78 0	..	..	..	..	5th year and until 21 years of age ..	57 0	..	..	..	..
6th year and until 21 years of age ..	89 3	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 123s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 68s. 6d. per week of 44 hours.

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

(3)

OTHER EMPLOYEES.

(a) Males.												Per week of 44 hours.
												s. d.
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	..	133 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	..	129 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	..	129 0
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	..	127 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	..	126 0
All others ..	..	..	..	..	..	..	..	..	..	..	..	123 0
(b) Females.												
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	..	73 6
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	..	73 6
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	..	71 6
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	..	71 6
All others ..	..	..	..	..	..	..	..	..	..	..	..	68 6

Clauses (4) to (15) inclusive of the said Determination shall remain in force.

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[1949

Factories and Shops Acts.

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

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

Dated at Melbourne, this

16th day of November, 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 6	44 6	55 9	38 6
2nd " " ..	50 3	61 6	78 3	58 0
3rd " " ..	67 0	83 9	106 9	73 9
4th " " ..	89 6	111 9	143 0	98 6
5th " " ..	111 9	143 0	..	117 3
6th " " ..	143 0	..	..	149 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 178s. 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 6
16 years of age ..	42 6
17 years of age ..	53 6
18 years of age ..	72 6
19 years of age ..	89 6
20 years of age ..	111 9

Other Employees.

Die Sinker, by hand and/or by machine ..	195 0
Badge Toolmaker ..	173 0
Steel Stamp Cutter ..	183 0
Engravers by hand ..	178 0
Engravers, copper plate ..	178 0
Pantagraph Operator (other than die sinking or steel stamp cutting) ..	167 0
Stencil Plate Cutter ..	157 0
Drop Hammer Stamper who sets dies and makes force	154 0
Press Operator ..	152 0
Other Employees with not less than three months' experience in the industry ..	138 0
All Others ..	132 0

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

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MONDAY, NOVEMBER 21.

[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 November, 1949.

Dated at Melbourne, this
16th day of November, 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.					Other Employees	
	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	50 0	(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:—	
2nd year's experience	41·9	..	2 6	54 6		
3rd year's experience	50·0	1 6	1 6	65 0		
4th year's experience	83·0	2 0	2 3	107 0		
5th year's experience	100·0	2 0	3 0	135 0		
	plus 6s.				(b) Employed outside the areas specified in paragraph (a):—	
					All Employees .. *179s. per week of 40 hours	
					All Employees .. *176s. per week of 40 hours	

PROPORTION (WITHIN ANY PLACE).

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

* Including a loading of 6s. per week.

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

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