



VICTORIA GOVERNMENT GAZETTE.

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No. 99]

WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS.
Secretary for Labour.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination published in *Government Gazette* No. 15 of the 7th January, 1949, shall be replaced by the following clauses:—

PART 1.—Persons **OTHER THAN** those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (a)

Improvers.				Other Employees.			
WAGES PER WEEK.				WAGES PER WEEK.			
		s.	d.			s.	d.
Under 17 years of age	.. .. .	77	3	Persons trimming or spreading coal that is heated or on fire	.. .. .	227	4
17 years of age	.. .. .	90	6	Persons employed driving and/or operating power-driven coal-loading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading machines	.. .. .	171	4
18 " " or over—the appropriate rate prescribed under the heading "other employees"	.. .. .	104	9	Persons employed trimming coal and/or feeding coal to and from coal loaders	.. .. .	161	4
				Persons trimming coal from the "Grab"	.. .. .	168	8
				Other coal trimmers	.. .. .	161	4
				Coal baggers or loaders	.. .. .	161	4
				Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	.. .. .	161	4
				Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	.. .. .	183	4
				Persons loading by shovel or fork loose coal from the ground into railway trucks	.. .. .	194	4
				Coke stackers at wharf coal yards	.. .. .	170	6
				Coke yard employees	.. .. .	132	0
				Carters driving one horse	.. .. .	130	0
				Carters driving two horses	.. .. .	135	0
				Carters driving three horses	.. .. .	138	0
				Carters driving four horses	.. .. .	140	0
				Carters driving five horses	.. .. .	141	0
				And 6d. extra per day for every additional horse.			
				Drivers of motor vehicle, including girlinger, having a maker's capacity of—			
				(a) 25 cwt. or less	.. .. .	135	0
				(b) Over 25 cwt., but not over 3 tons	.. .. .	139	0
				(c) Over 3 tons, but under 6 tons	.. .. .	142	0
				Further tonnage—for each complete ton over 6			
				an extra 1s. per week			
				All other coal yard employees	.. .. .	154	4

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

No. 99.—811/49.—Price 3d.

(b) GAS PRODUCER UNITS.—The following provisions shall apply to drivers of gas producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

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

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

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

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

1. (a)

Improvers.	Other Employees.
WAGES PER WEEK OF 40 HOURS.	WAGES PER WEEK OF 40 HOURS.
	s. d.
Under 17 years of age	75 3
17 years of age	87 9
18	100 3
19 " " or over—the appropriate rate prescribed under the heading "other employees".	
PROPORTION (BY ANY EMPLOYER.)	
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 130s. per week.	
NOTE.—The Board determines that no person shall be employed as an apprentice.	
	Wood cutters, using axe, power crosscut circular saw, or other method .. 142 0
	Carters driving one horse 130 0
	Carters driving two horses 135 0
	Carters driving three horses 138 0
	Carters driving four horses 140 0
	Carters driving five horses 141 0
	And 6d. extra per day for every additional horse
	Drivers of vehicle (including girlinger) having maker's capacity of—
	(a) 25 cwt. or less 135 0
	(b) Over 25 cwt., but not over 3 tons 139 0
	(c) Over 3 tons, but under 6 tons 142 0
	Further tonnage—for each complete ton over 5 an extra 1s. per week.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant 157 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 147 0
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision .. 167 0
	(ii) With three or fewer persons under his supervision .. 163 0
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 157 0

(b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

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

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

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

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



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No. 100]

WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

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

2.

APPRENTICES OR IMPROVERS.				JUVENILE WORKERS.			
Wages per Week.				Wages per Week.			
		Shift Workers.	All Others.			Males.	Females.
		<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
Under 16 years	.. ..	..	67 9	Under 16 years	.. ..	56 9	54 9
16-17 years	.. ..	..	78 9	16-17 years	.. ..	64 0	59 9
17-18 years	.. ..	..	90 0	17-18 years	.. ..	78 9	67 6
18-19 years	.. ..	118 3	102 0	18-19 years	.. ..	87 3	79 9
19-20 years	.. ..	130 0	114 3	19-20 years	.. ..	102 3	86 0
20-21 years	.. ..	137 0	122 3	20-21 years	.. ..	117 0	95 9

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 146s. per week.

One improver to every eight or fraction of eight workers receiving not less than 140s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 112s. 6d. per week.

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

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

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	<i>s. d.</i>	<i>s. d.</i>
Milk or cream grader or tester	175 0	164 0
Neutralizer	172 0	161 0
Foreman of shift or department	172 0	161 0
Operator of any of the following machines :—		
Milk drier (roller system)	165 0	154 0
Milk drier (spray system)	166 0	155 0
Assistant to milk drier (spray system)	165 0	154 0
Sugar boiler	160 0	149 0
Vacuum pan—condensery	167 0	156 0
Vacuum pan-dried milk	166 0	155 0
Vacuum pan-milk sugar	166 0	155 0
Evaporator	165 0	154 0
Homogenizer or visiolizer	163 6	152 6
Cream retort	161 0	150 0
Powder sifter	159 0	148 0
Tubular heater or ejector	160 0	149 0
Separator	158 0	147 0
Pasteurizer	158 0	147 0
Weighing machine (milk receiving)	165 0	154 0
Wire-hoopers, storeman, stackers or packers	159 0	148 0
Washers of vacuum pan, vacuum holding vats, or evaporator	160 0	149 0
Male adult washing or sterilizing cans or bottles	159 0	148 0
Operator of a fork lift truck	160 0	149 0
All other male adults not covered by a Determination of any other Wages Board	157 0	146 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	112 6
Females operating dried milk automatic filler .. .. .	..	112 6
All other females .. .. .	..	112 6

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

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

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

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

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

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

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

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

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

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



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No. 101]

WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

DISPENSARIES BOARD.

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

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly 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>
1st six months' experience ..	20 6	0 6	21 0	Chief Pharmaceutical Chemist ..	228 0	6 0	234 0
2nd „ „ ..	31 9	1 0	32 9	Assistant Pharmaceutical Chemist	188 0	6 0	194 0
3rd „ „ ..	43 0	1 3	44 3	Unqualified Assistant ..	178 0	6 0	184 0
4th „ „ ..	54 3	1 9	56 0	Female Shop Assistant not			
5th „ „ ..	66 0	2 0	68 0	engaged in dispensing or			
6th „ „ ..	76 0	2 3	78 3	compounding medicines, drugs,			
7th „ „ ..	86 6	2 6	89 0	or medicinal preparations ..	113 0	3 0	116 0
8th „ „ ..	107 9	3 0	110 9				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".							
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 194s. per week.							
<i>Improvers.</i>							
One improver to every ten or fraction of ten workers receiving not less than 194s. per week.							

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

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

No. 101.—818/49.—PRICE 3D.



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No. 102]

WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 686 of the 5th July, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.										Wages per Week of 40 Hours.
										s. d.
15 years of age or under	..	..	..	..	..	..	..	..	..	35 3
16 years of age	..	..	..	..	..	..	..	..	..	39 3
17 years of age	..	..	..	..	..	..	..	..	..	44 0
18 years of age	..	..	..	..	..	..	..	..	..	62 3
19 years of age	..	..	..	..	..	..	..	..	..	74 6
20 years of age	..	..	..	..	..	..	..	..	..	89 0

PROPORTION (WITHIN ANY PLACE).

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

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ⁵ / ₈	138 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	3 7 ¹³ / ₂₀	145 6	} 40
Gardeners' labourers	3 5 ⁵ / ₈	138 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ⁵ / ₈	138 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ⁵ / ₈	138 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	3 7 ¹³ / ₂₀	145 6	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ⁵ / ₈	138 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	3 11 ¹¹ / ₂₀	158 6	} 40
All others	3 7 ¹³ / ₂₀	145 6	

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 17—Definitions.

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



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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 532 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)				Other Employees. (The Masculine to include the Feminine.)				Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.				Per week of 40 hours.	Per week of 40 hours.
								£ s. d.	£ s. d.
Under 16 years of age	..	..	..	29	0	Departmental managers, or branch managers, having under their control—			
16 years of age	..	..	..	38	6	5 or more salesmen, 21 years of age or over			
17 "	..	..	..	49	3	4 salesmen " " "			
18 "	..	..	..	65	3	3 salesmen " " "			
19 "	..	..	..	83	9	Other Branch Managers " " "			
20 "	..	..	..	109	6	Outside salesmen " " "			
								7 16 0	7 13 0
								7 12 6	7 9 6
								7 5 6	7 5 6
								NOTE.—See Clause 20 re Definitions.	

PROPORTION (in any shop or place).

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

One improver to one worker	Receiving not less than the rates fixed for assemblers of ordered goods.
Two improvers to two, three or four workers	..	..	..
Three improvers to five, six or seven workers	..	..	..
Four improvers to eight workers	..	..	..
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.	..	..	..

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

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No. 103.—825/49.—PRICE 3d.

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No. 104]

[1949]

RAY. H. BEERS,
Secretary for Labour.

(a)	Improvers.	Other Employees.	Per Hour.	Wage per Week of 40 Hours.
WAGES.		FIREBRICKS AND TEXTURE BRICKS.	s. d.	s. d.
FIREBRICKS AND TEXTURE BRICKS.				
	Per Week of 40 Hours.			
	s. d.			
14 years of age ..	49 11	Burners ..	3 9 ³ / ₁₀	151 0
15 " " ..	51 9	Crusher attendants who also haul ..	3 8 ¹ / ₂	147 6
16 " " ..	54 10	Crusher attendants who do not haul ..	3 7 ¹ / ₂	145 0
17 " " ..	61 10	Wet or dry pan attendants who do not haul ..	3 8 ¹ / ₂	148 0
18 " " ..	75 1	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine ..	3 8 ¹ / ₂	147 6
19 " " ..	98 9	Hand moulders, dressers and cutters ..	3 10 ¹ / ₂	154 0
20 " " ..	103 3	Drawers ..	3 9 ³ / ₂₀	150 6
		Setters ..	3 10 ¹ / ₂	154 0
		Facemen working in a clayhole 25 feet or less in depth ..	3 11 ¹ / ₂	158 0
		All other facemen ..	4 0	160 0
		Wheelers of green or burnt bricks ..	3 8 ¹ / ₂	147 6
		Clayhole men (employer to provide tools) ..	3 10 ¹ / ₂	155 0
		Pressers ..	3 7 ¹⁹ / ₂₀	146 6
		Loftmen ..	3 7 ¹⁹ / ₂₀	146 6
		Yardmen and wastemen ..	3 7 ¹ / ₂	145 0
OTHER BRICKS.				
14 years of age ..	52 0			
15 " " ..	54 3			
16 " " ..	57 1			
17 " " ..	64 6			
18 " " ..	78 1			
19 " " ..	102 11			
20 " " ..	107 5			
Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 106s. 4d. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.		OTHER BRICKS.		
Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.				
PROPORTION (in any factory or place).				
One improver to every eight or fraction of eight employees receiving not less than 145s. per week of 40 hours.				
		Burners ..	3 9 ³ / ₁₀	151 0
		Machine drivers or machine riggers ..	3 10 ¹ / ₂	155 0
		Wet or dry pan attendants who do not haul ..	3 9 ³ / ₁₀	153 0
		Crusher attendants who do not haul ..	3 9 ³ / ₂₀	151 6
		Crusher and wet or dry pan attendants who also haul ..	3 11 ¹ / ₂	157 6
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	3 11 ¹ / ₂	158 0
		Other drawers ..	4 0 ¹ / ₂₀	160 6
		Other setters ..	4 0 ¹ / ₂₀	160 6
		Facemen working in a clayhole 25 feet or less in depth ..	4 0 ¹ / ₂₀	163 0
		All other facemen ..	4 2 ⁷ / ₁₀	169 0
		Clayhole men (employer to provide tools) ..	4 0	160 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen ..	3 10 ¹³ / ₂₀	155 6
		Off-bearers from wire cut machines ..	3 9 ³ / ₂	152 6
		Truckers ..	3 9 ³ / ₂	152 6
		Adults taking off brick machines ..	3 9 ³ / ₂	152 6
		Dampermen or kiln cleaners ..	3 10 ¹ / ₂	154 0
		Loftmen ..	3 9 ³ / ₁₀	151 0
		Yardmen and wastemen ..	3 9	150 0

No. 104.—1007/49.—PRICE 3d.

PIECWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

17. 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 2½	4 5½	4 0½	4 4½
26 to 36 yards	4 7	4 11½	4 5½	4 9½
36 to 46 yards	4 9½	5 1	4 8	4 11½
Over 46 yards	5 4½	5 8	5 3½	5 6½
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 5½	5 9	5 9½	6 0½
26 to 36 yards	5 10½	6 1½	6 2½	6 5½
36 to 46 yards	6 1	6 3½	6 4½	6 7½
Over 46 yards	6 8½	6 11½	6 11½	7 2½
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks				s. d.
" " " " in sheds				30 0
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)				25 10
" " " " from bowling stool in sheds (where material is placed on the table)				21 0
" " " " and off-bearing to hacks or in sheds				19 5
" " " " from bowling stool				30 0
Setting				27 1
Picking blues				4 9
				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 17, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 105]

WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

CARETAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 500 of the 13th May, 1948, shall be replaced by the following clause:—

(2)

IMPROVERS.

Wages per week of 42 hours.					
		<i>s.</i>	<i>d.</i>	PROPORTION (in any place).	
Under 18 years of age	..	63	6	One improver to every worker receiving not less than 147s. 6d. per week of 42 hours.	
18 to 19 years of age	..	79	9	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
19 to 20 years of age	..	99	0		
20 to 21 years of age	..	116	9		

OTHER EMPLOYEES.

WAGES PER WEEK OF 42 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.		All Other Parts of Victoria where this Determination Applies.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Persons engaged weekly to take care of buildings which contain—				
41 or more flats	139	0	136	0
21 to 40 flats	135	0	132	0
20 or less flats	133	6	130	6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	130	0	127	0
Other caretakers of buildings in charge of—				
11 or more cleaners	169	6	166	6
4 to 10 cleaners	159	6	156	6
1 to 3 cleaners	147	6	144	6
All others	138	6	135	6

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

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No. 106]

WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

CHARWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1204, of the 14th December, 1948, shall be replaced by the following clause:—

2.

Improvers.	Other Employees.	Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder: the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.	Elsewhere in Victoria.
<p>MALES.</p> <p>WAGES.</p> <p>Under 19 years of age 71 6</p> <p>19 and under 20 years of age 87 6</p> <p>20 years of age 104 6</p> <p>PROPORTION.</p> <p><i>Improvers.</i></p> <p>One male improver to every five male workers receiving not less than 138s. 6d. per week of 40 hours.</p> <p>FEMALES.</p> <p>WAGES.</p> <p>Under 19 years of age 65 6</p> <p>19 and under 20 years of age 79 6</p> <p>20 years of age 95 6</p> <p>PROPORTION.</p> <p><i>Improvers.</i></p> <p>One female improver to every ten female workers receiving not less than 126s. 6d. per week of 40 hours.</p>	<p>WAGES.*</p> <p><i>Males.</i></p> <p>Office cleaners or general cleaners in charge of—</p> <p>4 or more office cleaners or general cleaners .. 159 0</p> <p>1, 2, or 3 office cleaners or general cleaners .. 147 6</p> <p>Other office cleaners or general cleaners .. 138 6</p> <p><i>Females.</i></p> <p>Office cleaners or general cleaners in charge of—</p> <p>4 or more office cleaners or general cleaners .. 141 6</p> <p>1, 2, or 3 office cleaners or general cleaners .. 130 6</p> <p>Other office cleaners or general cleaners .. 126 6</p> <p>* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.</p> <p>NOTE.—The employer shall supply all necessary tools and materials free.</p>	<p>Per week of 40 hours.</p> <p><i>s. d.</i></p> <p>159 0</p> <p>147 6</p> <p>138 6</p> <p>Per week of 40 hours.</p> <p><i>s. d.</i></p> <p>141 6</p> <p>130 6</p> <p>126 6</p>	<p>Per week of 40 hours.</p> <p><i>s. d.</i></p> <p>156 0</p> <p>144 6</p> <p>135 6</p> <p>Per week of 40 hours.</p> <p><i>s. d.</i></p> <p>138 6</p> <p>127 6</p> <p>123 6</p>

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

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

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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 32 of the 2nd February, 1948, shall be replaced by the following clause:—

2. WEEKLY WAGES.

—	Town Travellers.	Country Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	7 14 0	9 7 6
Special Travellers	8 14 0	10 7 6
Other Travellers	8 14 0	10 7 6

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 12 for Definitions.)

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

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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 25 of the 11th January, 1949, shall be replaced by the following clause :—

2.

WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)	Dentist's Attendant. (Apprentices and Improvers.)	Other Employees.	Minimum Wage.
1st year .. s. d. 31 6	1st year .. s. d. 46 6	Dentist's Surgical Assistant 255 0	
2nd 41 6	2nd 64 6	Dentist's Mechanic 188 0	
3rd 57 6	3rd 85 6	Dentist's Attendant 111 0	
4th 84 0			
5th 125 6			
6th 151 0			

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

* NOTE. Clause 3. Special conditions regarding the employment of juniors. And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

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

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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in *Government Gazette* No. 506 of the 13th May, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per week of 40 Hours.

Males—				Females—			
		s.	d.			s.	d.
15 years of age or under	.. ..	35	6	15 years of age or under	.. ..	33	0
16 years of age	.. ..	50	6	16 years of age	.. ..	39	0
17 years of age	.. ..	69	0	17 years of age	.. ..	50	6
18 years of age	.. ..	89	0	18 years of age	.. ..	62	6
19 years of age	.. ..	111	0	19 years of age	.. ..	74	6
20 years of age	.. ..	129	6	20 years of age	.. ..	86	6

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

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

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grinders, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—

Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)

Departmental manager or managers (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—

Male

Female—

Where one or more adult males are under her control

In other cases

Other employees

Wages per week of 40 hours.

		Males.		Females.	
		s.	d.	s.	d.
Branch manager	.. ..	165	0	165	0
Departmental manager or managers	.. ..	156	3	..	..
Where one or more adult males are under her control	.. ..	..	..	156	3
In other cases	.. ..	..	..	111	9
Other employees	.. ..	150	0	101	6

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

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



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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination published in *Government Gazette* No 535 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.		Other Employees.	
Males.	Females.	Wages per Week of 40 Hours.	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.		
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
15 years of age or under 33 6	15 years of age or under 31 3	(a) Manager or Departmental Manager ..	146 6
16 years of age .. 42 9	16 years of age .. 35 9	(b) Manageress or Departmental Manageress ..	104 0
17 years of age .. 52 9	17 years of age .. 44 3	(c) Shop Assistants—	
18 years of age .. 66 0	18 years of age .. 52 6	(i) Males	136 3
19 years of age .. 80 9	19 years of age .. 61 9	(ii) Females	93 0
20 years of age .. 96 3	20 years of age .. 71 3		

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

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



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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

CARPENTERS BOARD.

Clauses 2 and 27 of the Determination published in *Government Gazette* No. 753, of the 30th July, 1948, shall be replaced by the following clauses:—

2.

Wages.

Adult Employees (other than Apprentices).	Total Wage Payable—					
	Within 20 miles of G.P.O., Melbourne: 10 miles of G.P.O., Geelong; at Warrambol, and within Mildura and Gippsland Districts.		At Yallourn.		Other Parts of Victoria.	
	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.
(i) For stock work	7 19 0	4 3½	8 5 6	4 5½	7 16 0	4 2½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	8 19 0	4 10½	9 5 6	5 0½	8 16 0	4 9½
(iii) For work of employees in a mixed enterprise	8 19 0	4 10½	9 5 6	5 0½	8 16 0	4 9½
(iv) For building construction work	9 4 6	5 0	9 11 0	5 2	9 1 6	4 11

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned of this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.

- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work on a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connection with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed. In the event of any dispute arising out of this sub-clause it shall be referred to the Wages Board.

JUNIOR LABOUR.

Part I.—Unapprenticed.

27. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.

(b) Unapprenticed junior employees shall be paid the same wages as are prescribed in sub-clause (f) of Part II. of this clause and they shall also be paid the special rates prescribed in clause 3 of this Determination according to the exigencies of their employment.

(c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.

(d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

Part II.—Apprenticed.

(Except those covered by the Apprenticeship Commission.)

(a) All apprenticed junior employees shall be indentured for five years in accordance with the form of indenture prescribed by the Wages Board: Provided that a period of probation of three months shall be allowed to each such junior employee, which shall be reckoned as part of the period of his apprenticeship should he at the commencement thereof, or during, or at the termination thereof become indentured as aforesaid.

(b) All documents of indentures and transfers thereof shall be lodged with the Secretary of the Wages Board.

(c) (i) The proportion of apprenticed junior employees to journeymen employed in shops or joinery mills shall not exceed two to three or a fraction of three after any full multiple of three. The calculation of the proportion shall be based, when it is proposed to take an apprentice, upon the aggregate numbers of employees on full-time employment with the employer for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

(ii) The proportion of apprenticed junior employees to journeymen employed elsewhere than in shops or joinery mills shall be in accordance with the proportion as prescribed by the Apprenticeship Commission for such apprentices as come within the jurisdiction of such Commission.

(d) If an employer is unable to fulfil his obligations to an apprentice, the apprentice shall be entitled to complete his term of apprenticeship with another employer, who may take and employ him as such an apprentice and for that purpose the apprentice shall, if required so to do, sign a deed of apprenticeship to such other employer.

(e) No employer shall be entitled to take an apprentice unless he has been in business for at least one year: Provided that this sub-clause shall not apply to the case of an employer or an apprentice in a joinery mill.

(f) The minimum ordinary rates of payment to be paid by employers to apprentices shall be as follows:—

										Per Week.		
										£	s.	d.
1st year	..	..	..	..	..	..	..	..	..	1	15	6
2nd year	..	..	..	..	..	..	..	..	..	2	7	6
3rd year	..	..	..	..	..	..	..	..	..	3	5	6
4th year	..	..	..	..	..	..	..	..	..	4	12	0
5th year	..	..	..	..	..	..	..	..	..	6	0	0

The said minimum rates shall be calculated to the nearest 6d. per week, any fraction not exceeding 3d. to be disregarded.

(g) A tool allowance of 2s. per week shall be paid to apprentices in their third, fourth and fifth years of apprenticeship.

(h) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (f) hereof.

(i) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (f) hereof and in addition to the 2s. 6d. prescribed in clause (h) hereof, where payable, for the remainder of the term of his apprenticeship.

(j) The provisions of clauses 2 to 13 (both inclusive) and clauses 15 to 24 (both inclusive), of this Determination shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of indenture as prescribed by the Wages Board.

Clauses, other than clauses 2 and 27, of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

PAINTERS BOARD.

Clause 2 of Part I. and Clause 2 of Part II. of the Determination published in *Government Gazette* No. 865 of the 16th August, 1948, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops or joinery mills.

2.

WAGES.

(a)

Apprentices or Improvers.

						Per week of 40 Hours. s. d.
1st year's experience	..	..	..	..	..	35 6
2nd "	"	"	"	"	"	47 6
3rd "	"	"	"	"	"	65 6
4th "	"	"	"	"	"	92 0
5th "	"	"	"	"	"	120 0

(b)

Other Employees.

						Per Hour. s. d.	Per week of 40 Hours. s. d.
All classes of work	..	..	..	..	..	5 0	200 0

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

* Improvers.

One improver to three	} workers receiv- ing not less than 200s. per week of 40 hours.
Two improvers to six	..	..	..
Three improvers to twelve and there-	..	..	..
after one additional improver to every	..	..	..
twelve additional	

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(a)					Apprentices or Improvers.	



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WEDNESDAY, FEBRUARY 16.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

BOOT BOARD.

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

APPRENTICES AND IMPROVERS.

2. **MALES***—*Apprentices* (Other than those covered by the Apprenticeship Commission).
Wages per Week of 40 Hours.

Five Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	22½	..	0 9	1 7 0
2nd six months .. .. .	..	..	0 9	1 11 3
Second year's experience—				
1st six months	30	1 0	1 0	1 17 0
2nd six months .. .. .	..	1 0	1 0	2 5 9
Third year's experience—				
1st six months	45	1 6	1 6	2 15 9
2nd six months .. .. .	..	1 6	1 6	3 13 3
Fourth year's experience—				
1st six months	75	2 0	2 3	4 12 0
2nd six months .. .. .	..	2 0	2 3	5 3 9
Fifth year's experience—				
1st six months	95	2 0	3 0	5 16 3
2nd six months .. .. .	..	2 0	3 0	5 19 0
Thereafter the adult male minimum wage.				

Four Years Terms.

First year's experience—				
1st six months	26	..	0 9	1 11 3
2nd six months .. .. .	..	..	0 9	2 2 3
Second year's experience—				
1st six months	45	1 6	1 6	2 15 9
2nd six months .. .. .	..	1 6	1 6	3 13 3
Third year's experience—				
1st six months	75	2 0	2 3	4 12 0
2nd six months .. .. .	..	2 0	2 3	5 3 9
Fourth year's experience—				
1st six months	95	2 0	3 0	5 16 3
2nd six months .. .. .	..	2 0	3 0	5 19 0
Thereafter the adult male minimum wage				

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

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

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	45	1 6	1 6	2 15 9
2nd six months .. .. .	..	1 6	1 6	3 13 3
Second year's experience—				
1st six months	75	2 0	2 3	4 12 0
2nd six months .. .. .	..	2 0	2 3	5 3 9
Third year's experience—				
1st six months	95	2 0	3 0	5 16 3
2nd six months .. .. .	..	2 0	3 0	5 19 0
Thereafter the adult male minimum wage				

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

Proportion.

(In any factory or place.)

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

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

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

FEMALES—Improvers.

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

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

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Under 17 years of age—			
1st six months	1 8 6	0 6	1 9 0
2nd six months	1 11 6	0 6	1 12 0
3rd six months	1 15 9	0 9	1 16 6
4th six months	2 0 9	0 9	2 1 6
5th six months	2 6 6	1 0	2 7 6
6th six months	2 12 9	1 0	2 13 9
7th six months	2 19 0	1 6	3 0 6
8th six months	3 7 3	1 6	3 8 9
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	1 15 9	0 9	1 16 6
2nd six months	2 0 9	0 9	2 1 6
3rd six months	2 6 6	1 0	2 7 6
4th six months	2 12 9	1 0	2 13 9
5th six months	2 19 0	1 6	3 0 6
6th six months	3 7 3	1 6	3 8 9
And thereafter not less than the minimum wage for adult females			

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

Proportion.

(In any factory or place.)

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

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

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

Proportion.

(In any factory or place.)

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

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

Other Employees.

4.

MALES.

	Wages Per Week of 40 Hours.
	<i>s. d.</i>
Pattern Cutting—	
Pattern Cutters or Designers	167 0
Clicking—	
Clicking outsides (other than felt, fabric, sheep's roans or splits)	159 0
Clicking felt, linings, fabrics, sheep's roans, splits—	
By hand	154 0
By machine	150 0
All others	150 0
Stuff cutting—	
Cutting leather outsides, insoles or half soles	159 0
Ranging by hand	159 0
All others	150 0
Making—	
All operatives except those for whom the rates hereinafter appearing are prescribed	159 0
Operator of bottom levelling machine	150 0
Operator of buzzer machine	150 0
Operator of loose nailing machine	150 0
Bevelling by hand	150 0
Hoeling by hand	150 0
Opening channels	150 0
Closing channels	150 0
Feathering	150 0
Turning pumps	150 0
Laying linings and shanking	150 0
Pulling up backs	150 0
Pulling on	150 0
Tingling and trimming (hand or machine)	150 0
Putting on heels and toe plates	150 0
Attaching wood heels by hand	150 0
Putting in stiffeners or toes	146 0
Putting in bottom fillings and shanks	146 0
Slipping off after first month's experience	146 0
Slipping off for first month of experience	140 0
Pulling out tacks	146 0
Stamping and sorting soles	146 0
Solutioning or cementing by hand or machine	146 0
Putting studs or bars on football boots	146 0
Finishing—	
Finishing right through by hand	159 0
Operating heel trimmer	159 0
Operating edge trimmer	159 0
Operating edge setter	159 0
Operating heel scourer	159 0
Operating Naumkeag machine and/or sandpapering machine	153 0
Slipping off after first month's experience	146 0
Slipping off for first month of experience	140 0
All others	150 0

FEMALES.

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

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

	Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(c) Females with (i) four years' experience employed on any form of sewing machine	94 0	3 0	97 0
(ii) any other machine	89 0	3 0	92 0
(iii) any other work set out in clause (6) hereof	87 3	2 9	90 0
(d) Females with four years' experience not otherwise provided for	87 3	2 9	90 0

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

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

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

(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 87s. 9d. per week and thereafter the rate prescribed for their occupation.

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

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No. 114]

THURSDAY, FEBRUARY 17.

[1949]

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FATORIES 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 February, 1949.

Dated at Melbourne, this
16th day of February, 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.	
		s. d.	s. d.	s. d.	s. d.
Improvers employed in the bar—					
18 years of age or under ..		87 0	..	87 0	..
19 years of age ..		95 6	..	95 6	..
20 years of age ..		112 6	..	112 6	..
Apprentices and all other Improvers—					
16 years of age or under ..		56 6	81 3	49 0	78 0
17 years of age ..		67 0	81 3	59 6	78 0
18 years of age ..		75 6	81 3	66 6	78 0
19 years of age ..		87 6	81 3	76 0	78 0
20 years of age ..		100 6	81 3	94 6	78 0
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

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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.

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.								s. d.	s. d.	s. d.	s. d.
Barman	..	..	..	..	..	..	..	153 0	..	150 0	..
Cellarman	..	..	..	..	..	..	..	165 0	..	162 0	..
Assistant Cellarman	..	..	..	..	..	..	..	153 0	..	150 0	..
Barmaids	..	..	..	..	..	..	..	..	153 0	..	150 0
PART II.											
First cook where number of persons employed in kitchen is—											
Eight or more	..	..	..	..	..	..	..	193 0	143 3	190 0	141 6
Five, six, or seven	..	..	..	..	..	..	..	183 0	123 3	180 0	131 6
Three or four	..	..	..	..	..	..	..	165 0	115 3	162 0	113 6
Other first cooks, or cook employed alone								159 0	109 3	156 0	107 6
Second cook where number of persons employed in kitchen is—											
Eight or more	..	..	..	..	..	..	..	175 6	125 9	172 6	124 0
Five, six, or seven	..	..	..	..	..	..	..	165 6	115 9	162 6	114 0
Other second cooks	..	..	..	..	..	..	..	153 0	107 3	150 0	105 6
Night or relieving cook where number of persons employed in kitchen is—											
Eight or more	..	..	..	..	..	..	..	175 6	125 9	172 6	124 0
Five, six, or seven	..	..	..	..	..	..	..	165 6	115 9	162 6	114 0
Other night or relieving cooks	..	..	..	..	..	..	..	153 0	103 3	150 0	101 6
Larder cook	..	..	..	..	..	..	..	156 0	106 3	153 0	104 6
Pastrycook	..	..	..	..	..	..	..	159 0	109 3	156 0	107 6
Stove, grill, fish, third or breakfast cook	..	..	..	..	..	..	..	153 0	103 3	150 0	101 6
Vegetable or assistant cook	..	..	..	..	..	..	..	150 0	100 3	147 0	98 6
Oysterman	..	..	..	..	..	..	..	143 0	..	140 0	..
Pantryman or kitchenman	..	..	..	..	..	..	..	143 0	..	140 0	..
Storeman	..	..	..	..	..	..	..	150 0	..	147 0	..
Head waiter	..	..	..	..	..	..	..	153 0	..	150 0	..
Other waiters	..	..	..	..	..	..	..	143 0	..	140 0	..
Night porter	..	..	..	..	..	..	..	143 0	..	140 0	..
Day porter	..	..	..	..	..	..	..	143 0	..	140 0	..
Billiard-room attendant	..	..	..	..	..	..	..	143 0	..	140 0	..
Commissionaire or messenger	..	..	..	..	..	..	..	143 0	87 3	140 0	85 6
Housekeeper, stewardess, or manageress	..	..	..	..	..	..	..	..	103 3	..	101 6
Laundress	..	..	..	..	..	..	..	..	91 3	..	89 6
Head waitress	..	..	..	..	..	..	..	..	93 3	..	91 6
Other waitresses	..	..	..	..	..	..	..	..	87 3	..	85 6
Pantrymaid or kitchenmaid	..	..	..	..	..	..	..	..	87 3	..	85 6
Housemaid	..	..	..	..	..	..	..	..	87 3	..	85 6
Persons not otherwise provided for	..	..	..	..	..	..	..	143 0	87 3	140 0	85 6
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	..	..	..	..	..	..	..	Per week of 20 hours 53 6	..	Per week of 20 hours 52 6

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

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

CLUBS.

23.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.							PROPORTION (IN ANY PLACE).	
	Males.			Females.			MALES OR FEMALES.	
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
Under 16 years of age	37 6	1 0	38 6	37 6	1 0	38 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
16 years of age	50 6	1 6	52 0	39 6	1 0	40 6		
17 "	58 6	1 6	60 0	46 0	1 3	47 3	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
18 "	66 0	1 9	67 9	49 0	1 6	50 6		
19 "	80 6	2 3	82 9	53 0	1 6	54 6		
20 "	104 0	3 0	107 0	60 0	1 9	61 9		

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	149 0	..	149 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	189 0	141 3	189 0	141 3
Five, six, or seven	179 0	131 3	179 0	131 3
Three or four	161 0	113 3	161 0	113 3
Other first cooks or cook employed alone ..	155 0	107 3	153 3	107 3
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	171 6	123 9	171 6	123 9
Five, six, or seven	161 6	113 9	161 6	113 9
Less than five	149 0	101 3	147 6	101 3
Larder cook	152 0	104 3	151 6	104 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	151 0	102 3	150 6	102 3
Third, stove, grill, fish, or breakfast cook ..	149 0	101 3	147 6	101 3
Vegetable or assistant cook	146 0	98 3	146 0	98 3
Oysterman	139 0	..	138 6	..
Pantryman or kitchenman	139 0	..	137 6	..
Storeman	146 0	..	146 0	..
Head waiter	149 0	..	149 0	..
Other waiters	139 0	..	137 6	..
Night porter	139 0	..	137 6	..
Day porter	139 0	..	137 6	..
Billiard-room attendant	139 0	..	137 6	..
Commissionaire or messenger	139 0	..	137 6	..
Housekeeper, stewardess, or manageress ..	..	96 3	..	96 3
Laundress .. .. .	..	86 3	..	86 3
Head waitress or supervisor .. .. .	..	86 3	..	86 3
Other waitresses .. .. .	..	82 3	..	82 3
Pantrymaid or kitchenmaid .. .. .	..	82 3	..	82 3
Counterhand .. .. .	..	82 3	..	82 3
Housemaid .. .. .	..	82 3	..	82 3
Linen maid or seamstress .. .. .	..	86 9	..	86 9
Persons not otherwise provided for	139 0	82 3	137 6	82 3
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantry-maid (employed only between 11.40 a.m. and 3 p.m.) ..	..	51 9	..	51 9

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

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

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

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

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

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day where substantial meals are not provided, 9s. 0d. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 0d. per week less; or
- (iv) boards and lodges the employee, 21s. 0d. per week less.

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

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

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

37. (a)		APPRENTICES OR IMPROVERS.					
		Wages per week of 40 hours.					
		Males.			Females.		
		Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	..	37 6	1 0	38 6	37 6	1 0	38 6
16 years of age	..	50 6	1 6	52 0	39 6	1 0	40 6
17	..	58 6	1 6	60 0	46 0	1 3	47 3
18	..	66 0	1 9	67 9	49 0	1 6	50 6
19	..	80 6	2 3	82 9	53 0	1 6	54 6
20	..	104 0	3 0	107 0	60 0	1 9	61 9

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

(b)

ADULTS.

Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

		Wages.			
		Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria	
		Males.	Females.	Males.	Females.
		Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
		s. d.	s. d.	s. d.	s. d.
Barman, cellarman, or assistant cellarman (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination
Barmaids (employed in or in connexion with wine saloons) shall be subject to the conditions provided by Clauses 3 to 22 inclusive in the Hotels Section of this Determination	153 0	..	150 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	..	186 0	141 3	186 0	141 3
Five, six, or seven	..	176 0	131 3	176 0	131 3
Three or four	..	158 0	113 3	158 0	113 3
Other first cooks or cook employed alone	..	152 0	107 3	150 3	107 3
Second cook where the number of persons employed in the kitchen is—					
Eight or more	..	168 6	123 9	168 6	123 9
Five, six, or seven	..	158 6	113 9	158 6	113 9
Other second cooks	..	146 0	101 3	144 6	101 3
Night or relieving cook	..	146 0	101 3	144 6	101 3
Larder cook	..	149 0	104 3	148 6	104 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board					
Sweets cook	..	148 0	102 3	147 6	102 3
Third, stove, grill, fish, or breakfast cook	..	146 0	101 3	144 6	101 3
Vegetable or assistant cook	..	143 0	98 3	143 0	98 3
Oysterman	..	136 0	..	135 6	..
Pantryman or kitchenman	..	136 0	..	134 6	..
Storeman or storewoman	..	143 0	86 3	143 0	86 3
Head waiter	..	146 0	..	146 0	..
Other waiters	..	136 0	..	134 6	..
Night porter	..	136 0	..	134 6	..
Day porter	..	136 0	..	134 6	..
Billiard-room attendant	..	136 0	..	134 6	..
Commissionaire or messenger	..	136 0	..	134 6	..
Housekeeper or stewardess	..	..	96 3	..	96 3
Laundress	..	..	86 3	..	86 3
Head waitress or supervisor	..	..	86 3	..	86 3
Other waitresses	..	..	82 3	..	82 3
Pantrymaid or kitchenmaid	..	..	82 3	..	82 3
Fruit juice, flavour, or soda fountain hand	..	..	85 3	..	85 3
Counterhand (other than a soda fountain hand as defined)	..	..	82 3	..	82 3
Housemaid	..	..	82 3	..	82 3
Linen maid or seamstress	..	..	86 9	..	86 9

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

OTHER EMPLOYEES—continued.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
Persons not otherwise provided for	s. d. 136 0	s. d. 82 3 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	s. d. 134 6	s. d. 82 3 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitresses or midday kitchenmaid or pantry-maid (employed only between 11.40 a.m. and 3 p.m.)		51 9		51 9

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

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

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

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

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

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

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

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

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

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



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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 February, 1949.

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

RAY H. BEERS,
Secretary for Labour.

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 60 of the 1st February, 1949, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	7 17 0	7 14 0
All other Journeymen	8 3 0	8 0 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	5 2 9	5 0 6
Other Journeywomen	5 8 3	5 6 0

NOTE:—Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following:—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	37 0	36 0
Second year's experience	43 0	42 0
Third year's experience	61 6	60 0
Fourth year's experience	98 6	96 0
Fifth year's experience	123 0	120 0
Four year terms—		
First year's experience	37 0	36 0
Second year's experience	61 6	60 0
Third year's experience	98 6	96 0
Fourth year's experience	123 0	120 0

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

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

Cutting or clicking ;
Trunks, and/or leather bag and case maker ;
Fibre, veneer, canvas or other case maker ;
Machine belt maker ;
Sporting goods maker of leather ;
Ladies' hand bag, wallet and purse maker ;
Leather goods maker ;
Glove maker (other than sporting goods) ;
Leather coats, hats or caps maker ;

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

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

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 year of age	s. d. 37 0	s. d. 36 0
16 and under 17 years of age	49 3	48 0
17 and under 18 years of age	61 6	60 0
18 and under 19 years of age	73 9	72 0
19 and under 20 years of age	98 6	96 0
20 and under 21 years of age	123 0	120 0

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

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

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

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

JUNIORS WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	<i>s. d.</i> 37 0	<i>s. d.</i> 36 0
16 and under 17 years of age	46 0	45 0
17 and under 18 years of age	52 3	51 0
18 and under 19 years of age	58 6	57 0
19 and under 20 years of age	64 6	63 0
20 and under 21 years of age	80 0	78 0

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

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

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

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 116]

THURSDAY, FEBRUARY 17.

[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, as amended by Order of the Industrial Appeals Court on the 29th day of September, 1948, referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

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

RAY H. BEERS,
Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination made on the 27th May, 1948, and in force as from the beginning of the first pay period to commence on or after the 11th June, 1948, as amended by order of the Industrial Appeals Court on the 29th day of September, 1948, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

* WAGES.

(a) Apprentices.—PER WEEK.				Improvers.—PER WEEK.			
				Weekly Rate.	War Time Loading.	Total Weekly Wage.	
				s. d.	s. d.	s. d.	s. d.
1st year	..	..	..	35 6	28 0	1 0	29 0
2nd year	..	..	..	47 6	40 3	1 6	41 9
3rd year	..	..	..	65 6	57 3	2 0	59 3
4th year	..	..	..	92 0	94 0	3 0	97 0
5th year	..	..	..	120 0	120 9	4 0	124 9
					137 3	4 6	141 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 200s. 0d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 200s. 0d. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

Other Employees.—PER WEEK.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	20s 3	5 1½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	23s 0	5 9
(b) Where the temperature exceeds 120° Fahrenheit	25s 0	6 3
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	23s 0	5 9
(b) Where the temperature exceeds 120° Fahrenheit	25s 0	6 3
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	21s 11	5 3½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	25s 0	6 3
(7) Bricklayers laying glass bricks	20s 0	5 0
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	20s 4	5 2½
(9) All other bricklayers	20s 0	5 0
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	20s 0	5 0
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
*Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		
*The additional amounts prescribed for this work are not payable until on and after the 30th September, 1948.		

• WAGES.

(a) Apprentices.—PER WEEK.									
—									
Weekly Rate.									
s. d.									
1st year	..	..	..	..	..	35	6		
2nd year	..	..	..	..	..	47	6		
3rd year	..	..	..	..	..	65	6		
4th year	..	..	..	..	..	92	0		
5th year	..	..	..	..	..	120	0		

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 195s. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

Improvers.—PER WEEK.											
—											
Weekly Rate.											
War Time Loading.											
Total Weekly Wage.											
s. d.											
s. d.											
1st six months	28	0	1	0	29	0
2nd six months	40	3	1	6	41	9
2nd year	57	3	2	0	59	3
3rd year	94	0	3	0	97	0
4th year	120	9	4	0	124	9
5th year	137	3	4	6	141	9

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 195s. per week.

* NOTE.—Section 151, Act 3677, reads as follows :—“When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of prices any piecework shall not be deemed to be payment or part payment of any such wages.”

(b) *Other Employees.—PER WEEK.*

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 12)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	205 11	5 1½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	225 2	5 7½
(b) Where the temperature exceeds 120° Fahrenheit	245 2	6 1½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	225 2	5 7½
(b) Where the temperature exceeds 120° Fahrenheit	245 2	6 1½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	205 11	5 1½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	245 2	6 1½
(7) Bricklayers laying glass bricks	195 0	4 10½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	202 4	5 0½
(9) All other bricklayers	195 0	4 10½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	195 0	4 10½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
*Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

*The additional amounts prescribed for this work are not payable until on and after the 30th September, 1948.

(c) Notwithstanding anything contained in clause 2 (b) of this Part any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 4s. 8d. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

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

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[1949

RAY. H. BEERS,
Secretary for Labour.

No. 117.—1019/49.—PRICE 3d.

All Other Classes of Work.

Males.	—	Females.		
		—	Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.		s. d.	s. d.
Under 16 years of age	70 9	†First year's experience ..	71 6	70 0
16 years of age	77 3	Second year's experience ..	80 0	78 6
17 " "	85 9	Third year's experience ..	88 6	87 0
18 " "	94 6	And thereafter the adult female rate.		
19 " "	105 0	† Provided that no person who was engaged in the trade prior to the 29th March, 1948, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.		
20 " "	120 6			

(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 :—
- | | £ | s. | d. |
|---------------------|---|----|----|
| First year | 3 | 1 | 6 |
| Second year | 3 | 17 | 9 |
| Third year | 5 | 1 | 3 |
- (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 140s. per week.	MALES. One male improver to every eight or fraction of eight male workers receiving not less than 140s. per week.
FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 105s. per week.	FEMALES. One female improver to every six or fraction of six female workers receiving not less than 105s. per week.

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

WAGES.

OTHER EMPLOYEES.

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

Males.	Per Week	Females.	Per Week
WAGES.* (See footnote).	s. d.	WAGES.* (See footnote).	s. d.
Clerks	150 6	Clerks	114 6
Cooks—First	157 6	Cook; where there is only one employed ..	119 6
Other cooks	150 6	Cooks in charge of—	
Person in charge of instrument room and/or sharpening and adjusting instruments ..	172 0	One to three kitchen employees ..	119 6
Dresser, chief, where five or more dressers are employed ..	174 0	Four to seven kitchen employees ..	127 0
Deputy chief dresser, where five or more dressers are employed ..	169 6	Eight or more kitchen employees ..	137 0
Dressers doing venereal diseases work ..	108 0	Second cooks	117 0
Other dressers and/or steriliser room attendant—		Other cooks	114 6
1st year's experience as such	148 0	Head housemaids	109 6
2nd year's experience as such	153 0	Housekeepers	124 6
Thereafter	158 0	Head laundresses in charge of—	
Chief theatre attendant	168 0	One to three persons	117 0
		Four or more persons	122 0
		Second laundresses	112 0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week and in the case of an adult female employee or an apprentice or improver 10s. per week less than the rate fixed.

<i>Males—continued.</i>		
WAGES. *(See footnote).—continued.	Per Week	s. d.
Foreman in charge of—		
One to nine employees	150	6
Ten or more employees	158	0
Assistant foreman	148	0
Gardeners in charge of one or more gardeners or where there is only one employed	147	6
Other gardeners	145	0
Incinerator attendants	145	0
Kitchenmen or scullerymen	145	0
Laboratory assistants	153	6
Laundrymen	148	0
Mortuary-men employed solely on post-mortem work	163	0
Other mortuary-men	148	0
And 10s. extra for each post-mortem.		
Motor or motor ambulance drivers or assistants	152	6
Operating theatre attendants	148	0
Casualty porters engaged on preparations and theatre work	148	0
Dispensary porter who assists in the preparation of stock formulae	153	0
Other dispensary porters	148	0
Relieving porters	147	6
X-ray porters	145	0
Night porters who in the course of their duties patrol the hospital	148	6
Other night porters	145	0
Recording attendants	150	6
Splint makers	158	0
Splint makers' assistants	148	0
Storemen in charge of one or more storemen or where there is only one employed	150	6
Other storemen	145	0
Telephone attendants	148	0
Ward cleaners handling sputum mugs	158	0
Other ward cleaners	145	0
X-ray attendants	153	0
X-ray technicians—		
1st year's experience as such	145	6
2nd year's experience as such	160	6
Thereafter	170	6
First-aid attendant employed in connexion with an industrial or commercial undertaking—		
1st year's experience	148	0
2nd year's experience	153	0
Thereafter	158	0
Male attendant or medical orderly other than a first-aid attendant employed in connexion with an industrial or commercial undertaking, employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	150	0
All others—		
1st year of service	140	0
Thereafter	145	0
Provided that an adult male employee who was engaged prior to the 29th March, 1948, shall be paid not less than 145s. per week.		

* 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>		
WAGES.* (See footnote).	Per Week	s. d.
Cooks—First	157	6
Other Cooks	150	6
Motor or motor ambulance drivers or assistants	152	6
First-aid attendant employed in connexion with an industrial or commercial undertaking—		
1st year's experience	148	0
2nd year's experience	153	0
Thereafter	158	0
Male attendant other than a first-aid attendant employed in connexion with an industrial or commercial undertaking, employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	150	0
All others—		
1st year of service	140	0
Thereafter	145	0
Provided that an adult male employee who was engaged prior to the 29th March, 1948, shall be paid not less than 145s. per week.		

* 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.

<i>Females—continued.</i>		
WAGES. *(See footnote).—continued.	Per Week	s. d.
Laundresses where only one employed	112	0
Other laundresses—		
1st year's experience as such	105	0
2nd year's experience as such	106	0
Thereafter	107	0
Sorters	112	0
Washing machine hands	120	0
Storekeeper in charge of one or more store hands or where there is only one employed	114	6
Storekeeper's assistants—		
1st year's experience as such	105	0
2nd year's experience as such	106	0
Thereafter	107	0
Stenographers and/or typistes—		
1st year's experience as such	114	6
2nd year's experience as such	117	0
Thereafter	119	6
Telephonists	122	0
Waitresses—		
1st year's experience as such	105	0
2nd year's experience as such	106	0
Thereafter	107	0
Wardmaids—		
1st year's experience as such	105	0
2nd year's experience as such	106	0
Thereafter	107	0
Registered X-ray technicians—		
1st year's experience as such	134	6
2nd year's experience as such	139	6
Thereafter	144	6
Laboratory assistants	120	0
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—		
(i) In charge of a ward	117	0
(ii) Other than in charge of a ward—		
1st year's experience	110	0
2nd year's experience	111	0
Thereafter	112	0
Seamstresses who cut out and fit garments	119	0
Other seamstresses—		
1st year's experience as such	107	0
2nd year's experience as such	108	0
Thereafter	109	0
All others—		
1st year's experience as such	105	0
2nd year's experience as such	106	0
Thereafter	107	0

<i>Females.</i>		
WAGES.* (See footnote).	Per Week	s. d.
Clerks	110	0
Cooks—		
First—where there is only one employed	119	6
Second	114	6
Head laundress; or where there is only one employed	112	0
Other laundresses	107	0
Stenographers and/or typistes	115	0
Telephonists	110	0
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—		
(i) In charge of a ward	117	0
(ii) Other than in charge of a ward—		
1st year's experience	110	0
2nd year's experience	111	0
Thereafter	112	0
All others—		
1st year's experience	105	0
2nd year's experience	106	0
3rd year's experience	107	0

* 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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[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 February, 1949.

Dated at Melbourne, this

16th day of February, 1949.

RAY H. BEERS,

Secretary for Labour.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3 and 4 of Part I., and clause 24 of Part III. of the Determination published in *Government Gazette* No. 914 of the 27th August, 1948, shall be replaced by the following clauses:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2.

APPRENTICES AND IMPROVERS.

Wages Per Week of 40 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	90 6	33 3	37 9	35 9	33 3	<p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS.</p> <p><i>Egg Packing Establishments.</i></p> <p>One male improver to every two or fraction of two male workers receiving not less than 150s. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One male improver to every four or fraction of four male workers receiving not less than 150s. per week of 40 hours.</p> <p>FEMALE IMPROVERS.</p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 95s. 9d. per week of 40 hours.</p> <p><i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i></p> <p>Two female improvers to every three or fraction of three female workers receiving not less than 94s. 3d. per week of 40 hours.</p> <p><i>Egg Packing Establishments.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 91s. 9d. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving not less than 88s. per week of 40 hours.</p>
16 to 17 years of age		44 3	42 6	45 9	41 3	
17 to 18 years of age		57 9	50 0	53 0	48 9	
18 to 19 years of age		81 0	56 9	62 3	56 6	
19 to 20 years of age		102 9	66 3	68 3	63 3	
20 to 21 years of age	148 3	125 3	75 0	77 0	71 9	<p>Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult</p>

3.

OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s.	d.
Under 16 years of age	48	0
16 to 17 years of age	60	6
17 to 18 years of age	70	0
18 to 19 years of age	84	0
19 to 20 years of age	108	6
20 to 21 years of age	128	0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week
of 40 Hours.

	s.	d.
(i) Storemen or Packers	149	0
Leading hands—as defined in clause 22 hereof—		
(I.)	154	0
(II.)	159	0
(III.)	159	0
(IV.)	169	0

(iii) Casual hands shall be paid at the rate per hour of 4s. 6½d. adjustable under clause 54 hereof.

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, AND (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

Males employed in (or on) or in connexion with—												
Column No.	1	2	3	4	5	6	7	8	9	10	11	12
	Wharfe, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Flourish Storage Stores, or Wholesale Softgoods Warehouses.	Root Factories, or Wholesale Chemists' or Manufacturing Establishments.	Bread-making Establishments.	Bag (Fassian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a Store- man, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly	166 0	157 8	154 6	153 0	150 0	152 6	163 0	152 6	154 6	162 0	150 0	154 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons	166 0	157 8	154 6	155 6	152 3	154 9	169 3	154 9	161 9	164 3	152 3	156 9
(b) 7 or more such persons	166 0	157 8	154 6	169 6	166 9	169 6	183 9	169 6	170 9	178 3	174 9	170 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	153 0	153 0	153 0	153 0	153 0	153 0	153 0	153 0	153 0	153 0	153 0	153 0
Storeman in charge of a bulk store removed from the main place of business .. .. .	..	..	..	..	150 0	152 6	..	152 6	154 6	162 0	150 0	154 6
Packers of crockery, china, or glassware .. .. .	..	..	..	..	..	..	..	..	..	..	..	153 3
Packers of metal window frames Persons handling pianos, piano- players, or organs .. .. .	..	..	..	..	..	..	..	..	..	..	..	150 0
All male adults not otherwise provided for	166 0	157 8	154 6	150 0	147 0	148 0	163 0	148 0	150 0	158 0	148 0	150 0

* A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

Storemen or packers called upon to work in cool stores shall be paid 4s. 5¹²/₁₀d. per hour whilst so employed. This rate includes 1¹/₁₀d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

NOTE.—The rates set out in column No. 12 above apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
- (x) Any place not elsewhere included in clause 4 (b) or 4 (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store)	146 0	152 6	143 0
Storeman and/or Packer	150 6	157 0	147 6

4. (d)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	40 Hours. s. d.	Wages per 40 Hours. s. d.	Week of— 40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	91 6	101 0	108 0	91 9
(b) 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	97 3	108 0	114 9	97 3
(ii) 7 or more such persons	110 3	118 9	126 0	110 3
Females employed packing or sorting laundry work .. .. .	..	..	..	95 9
Packers of crockery, china, or glassware .. .. .	..	..	..	108 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	93 3	..
With eight weeks' or more experience .. .. .	..	..	103 0	..
All female adults not otherwise provided for	88 0	94 3	91 9	88 0

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 4s. 0¹/₁₀d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses, other than clauses 2, 3, and 4 of Part I. and clause 24 of Part III, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 119]

THURSDAY, FEBRUARY 17.

[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 February, 1949.

Dated at Melbourne, this

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

No. 119.—1048/49.—PRICE 3D.

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 "B"—POLISHING &c.	£ s. d.	£ s. d.
1. Polisher	8 10 6	8 7 6
2. Spray hand	7 13 0	7 10 0
3. Employee rubbing down and/or filling and/or varnishing and/or staining ..	7 13 0	7 10 0
GROUP "C"—GENERAL FURNITURE.		
Males.		
1. Cabinet maker	8 10 6	8 7 6
2. Wood carver	8 10 6	8 7 6
3. Chair frame maker	8 10 6	8 7 6
4. Gramophone case maker or fitter	8 10 6	8 7 6
5. Upholsterer	8 10 6	8 7 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 5 6	8 2 6
7. Veneer cutter or matcher	8 3 0	8 0 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	7 13 0	7 10 0
9. Employee cramping furniture and/or mantelpieces	7 13 0	7 10 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	7 13 0	7 10 0
11. Employee packing furniture and/or mantelpieces	7 1 0	6 18 0
Females.		
1. Upholstress	5 12 3	5 10 0
2. Veneer matcher	5 12 3	5 10 0
3. Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	5 12 3	5 10 0
(b) domestic woodware	5 12 3	5 10 0
(c) walking sticks	5 12 3	5 10 0
* GROUP "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES.		
(a) Bedding—		
Males.		
1. Employee engaged on making box spring mattresses and upholstered base supports	8 10 6	8 7 6
2. Reversible inner spring mattress and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting	8 3 0	8 0 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 3 0	8 0 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	7 13 0	7 10 0
Females.		
1. Females sewing mattresses, pillows, quilts, cushions, &c.	5 12 3	5 10 0
(b) Bedsteads and Wire Mattresses—		
Males.		
1. Wire weaver who sets up, adjusts and operates automatic machine	8 10 6	8 7 6
2. Other wire weavers	8 0 0	8 0 0
3. Stretcher up	7 13 0	7 10 0
4. Tacker up	7 13 0	7 10 0
5. Splitter up	7 13 0	7 10 0
6. Mattress spring and/or spring unit maker	8 9 6	8 6 6
(c) Bedstead Assembly—		
1. Employee framing and/or cramping combination bedsteads and/or settees and/or cots	7 13 0	7 10 0
2. Employee setting up to check and packing combination bedsteads and/or settees and/or cots	7 1 0	6 18 0
* GROUP "E"—CARPET PLANNING AND SOFT FURNISHINGS.		
Males.		
1. Carpet planner	8 10 6	8 7 6
2. Sewer or layer of carpets, linos, masonite or any other floor covering	8 5 6	8 2 6
3. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds	8 3 0	8 0 0
4. Employees mounting, making or hanging blinds	8 3 0	8 0 0
5. Carpet room assistant	7 1 0	6 18 0
Females.		
1. Carpet sewer	5 13 6	5 11 3
2. Table hand	5 12 3	5 10 0
3. Draping hand or repairer of new goods	5 12 3	5 10 0
4. Shade roller blind maker	5 12 3	5 10 0
5. Cutter of loose covers	5 12 3	5 10 0
6. Cutter of curtains, draperies, or blinds	5 12 3	5 10 0
7. Fancy roller blind maker	5 12 3	5 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 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 3 0	8 0 0
2. Mount cutter	7 13 0	7 10 0
3. Mounter	7 13 0	7 10 0
4. Joiner	7 13 0	7 10 0
5. Gilder or bronzer	7 13 0	7 10 0
<i>Females.</i>		
1. Mounting and/or fitting	4 19 9	4 17 6
* GROUP "G"—REFRIGERATORS (OTHER THAN ICE)		
1. Cabinet maker	8 10 6	8 7 6
2. Painter and/or enameller, spray or brush on coats other than priming	8 10 6	8 7 6
3. Painter and/or enameller, spray or brush on prime coats	7 13 0	7 10 0
4. Wet rubbing on prime coats	7 13 0	7 10 0

* Where an employee subject to Group "D", "E", "F", or "G", performs work for which a classification and wage rate is not proscribed 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>Male Apprentices.</i>	<i>s. d.</i>	<i>s. d.</i>
5 year term—		
1st year's experience	30 0	29 6
2nd year's experience	42 0	41 0
3rd year's experience	60 0	58 6
4th year's experience	90 0	88 0
5th year's experience	114 0	111 6
4 year term—		
1st year's experience	36 0	35 0
2nd year's experience	60 0	58 6
3rd year's experience	90 0	88 0
4th year's experience	114 0	111 6
<i>Male Improvers.</i>		
Under 16 years of age	27 0	26 0
16 years and under 17	30 0	29 6
17 years and under 18	42 0	41 0
18 years and under 19	60 0	58 6
19 years and under 20	90 0	88 0
20 years and under 21	114 0	111 6
<i>Female Apprentices.</i>		
1st year's experience	42 6	41 0
2nd year's experience	60 0	58 6
3rd year's experience	79 6	77 6
4th year's experience	90 6	88 6
(A female shall not be apprenticed until she is 16 years of age.)		
<i>Female Improvers.</i>		
16 years and under	30 0	29 6
17 years	42 0	41 0
18 years	60 0	58 6
19 years	79 6	77 6
20 years	90 6	88 6

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



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THURSDAY, FEBRUARY 17.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

BISCUIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 509 of the 13th May, 1948, shall be replaced by the following clause:—

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES.			
		Male Apprentices or Improvers.	Female Apprentices or Improvers.				Per week of 40 hours, s. d.
Under 16 years of age	.. ..	s. d. 46 0	s. d. 57 6	Bakers (including Wafer Bakers and Branetto Bakers)	.. ..	..	157 0
16 years of age	.. ..	49 6	57 6	Brakesman	.. ..	..	153 0
17 "	.. ..	68 0	63 6	Machine Attendant	.. ..	..	150 0
18 "	.. ..	77 9	74 0	Men carrying and stacking flour	.. ..	..	157 0
19 "	.. ..	91 9	81 0	Mixers (including Wafer Mixers and Sugar Cream	.. ..	..	156 0
20 "	.. ..	103 6	87 9	Mixers)	.. ..	..	156 0
Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettos shall be paid 5s. per week in addition to above rates.				Oven firemen	.. ..	..	156 0
				Adult males operating "Enroba" chocolate dipping	.. ..	..	148 0
				machine	.. ..	..	148 0
				Despatch hands	.. ..	..	140 0
				All other males	.. ..	..	108 3
PROPORTION (IN ANY PLACE). <i>Apprentices.</i> MALES. One male apprentice to every three or fraction of three male workers receiving not less than 140s. per week of 40 hours. FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 108s. 3d. per week of 40 hours. <i>Improvers.</i> MALES. Two male improvers to every male worker receiving not less than 140s. per week of 40 hours. FEMALES. Four female improvers to every female worker receiving not less than 108s. 3d. per week of 40 hours.							

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

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THURSDAY, FEBRUARY 17.

[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 February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

BRUSH MAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 549 of the 20th May, 1948, shall be replaced by the following clause:—

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.			(b) OTHER EMPLOYEES.	Wages per week of 40 hours.
Experience.	Wages per week of 40 hours.		Males.	Females.
	Males.	Females.		
1st year	<i>s. d.</i> 29 6	<i>s. d.</i> 34 3	Persons employed at—	<i>s. d.</i> 160 9
2nd year	39 3	45 6	Paint brush making	154 6
3rd year	56 6	63 9	Hair pan work	154 6
4th year	} minimum wage and thereafter the minimum wage or full piecework prices.	} and thereafter the minimum wage or full piecework prices.	Bas pan work	154 6
5th year			Hair dressing and mixing	154 6
6th year			Making twisted brushes	154 6
			Making wire brushes	154 6
			Bas broom drawing	154 6
			Finishing	154 6
			Boring	154 6
			Lacquering or ducoing	154 6
			Trimming machine (when employed solely at such machine)	142 0
			Females.	
			Automatic boring and filling machinists	89 3
			Filling machinists	89 3
			Trimming machinists	89 3
			Boring machinists	89 3
			Bench drawing	91 3
			Treadle knot-sizing machinists	89 3
			Persons employed at lacquering or ducoing	89 3

PROPORTION.
(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen
Male workers receiving not less than 154s. 6d. per week of 40 hours or earning full piecework prices.

Females.

One female improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen
Female workers receiving not less than 89s. 3d. per week of 40 hours or earning full piecework prices.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that in lieu of the additional amounts prescribed in Note (a) to Parts I. and II. of the piecework schedule in Clause 14 there shall be substituted the following amounts for males and females respectively:—(a) 46s. 6d. and 24s. 3d. in Part I., and (b) 47s. 9d. and 24s. 3d. in Part II.

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

