VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 147] FRIDAY, FEBRUARY 24. [1950

Factories and Shops Acts.

DETERMINATION OF THE ICE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale," has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 1st February, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.

	Wages per Week.		
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
16 years of age ..	83 9	1 6	85 3
17 years of age ..	91 3	1 9	93 0
18 years of age ..	109 0	2 0	111 0
19 years of age ..	124 0	2 3	126 3

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 205s. 6d. per week.

Other Employees.

	Wages per Week.		
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Ice Pullers ..	201 6	4 0	205 6
Ice Stackers ..			
Ice Packers ..			

PROHIBITION OF EMPLOYMENT.

3. The Board has determined that no person shall be employed as an apprentice or an improver.

HOURS OF WORK.

4. The number of hours to constitute an ordinary week's work shall be 40 to be worked within the times of beginning and ending work prescribed by clause 5 as follows :—

(*a*) Shift Workers—40 hours on any five days from Monday to Saturday inclusive.

(*b*) All other persons—40 hours in five days of 8 hours each from Monday to Friday inclusive.

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TIMES OF BEGINNING AND ENDING WORK.

5. (*a*) Shift Workers :—

	Time of Beginning.	Time of Ending.
Day Shift—		
Monday to Saturday inclusive	7 a.m.	3 p.m.
Afternoon Shift—		
Monday to Saturday inclusive	3 p.m.	11 p.m.
Night Shift—		
Sunday to Monday	11 p.m.	7 a.m.
Monday to Tuesday	11 p.m.	7 a.m.
Tuesday to Wednesday	11 p.m.	7 a.m.
Wednesday to Thursday	11 p.m.	7 a.m.
Thursday to Friday	11 p.m.	7 a.m.
Friday to Saturday	11 p.m.	7 a.m.

(*b*) All Other Persons :—

—	During the Period 16th April to 15th October.		During the Period 16th October to 15th April.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday inclusive	7 a.m.	5 p.m.	6 a.m.	5 p.m.

OVERTIME.

6. Time and a half shall be payable for all time worked by shift workers outside the hours prescribed in clause 5, and by all other persons in excess of 8 hours per day.

SHIFT WORK.

7. Shift workers on rotating shift or shift workers on afternoon or night shift shall be paid an additional amount of 14s. per week when a full week is worked or a pro-rata amount where less than a full week is worked.

Such additional amount shall not be taken into account when computing overtime.

WEEKLY DAY OFF

8. The employer shall prepare a roster providing for a regular day off each week between Monday and Saturday for shift workers.

MINIMUM HOURS ON DAY OFF.

9. Employees called upon to work on their day off shall receive a minimum of four hours' work and payment at the rate of time and a half.

SPECIAL RATES.

10. (*a*) Double Time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day: but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

Any employee required to work on a holiday or a Sunday shall receive a minimum of four hours' work or shall be paid for such four hours at double time, and ordinary pay for the remainder of the day.

TIME RATE.

11. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid at the ordinary wages rate, with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

PAYMENT OF WAGES.

12. Payment of wages shall be made weekly during working hours.

SMOKO INTERVAL.

13. Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes' interval for smoko between meals without deduction of pay.

TERMINATION OF EMPLOYMENT.

14. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

ANNUAL HOLIDAY.

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

(*b*) In addition to the above, rotating shift workers shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

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

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

SICK LEAVE.

16. (*a*) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(*b*) If the full period of sick leave as prescribed in sub-clause (*a*) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to the 11th June, 1943, shall be disregarded.

RUBBER BOOTS AND CANVAS GLOVES TO BE PROVIDED

17. (*a*) The employer shall each year supply the employee with one pair of rubber boots which shall remain the property of the employer, provided that under circumstances of exceptional wear or inferiority in the quality of the boots the employer shall provide replacements.

(*b*) Canvas gloves which shall remain the property of the employer shall be supplied to the employee when necessary.

TIME BOOK AND WAGE RECORD.

18. Every employee shall indelibly record daily his correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

UNION INSPECTION.

19. The secretary, assistant secretary, or organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing either generally or specially under the seal of the said Union, shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 9 a.m. and 4.30 p.m. on a working day. Such authority shall be produced to the employer on demand.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 21. Provided that the wages of juvenile workers shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 8 0	6 0	6 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 20.

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

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 3rd February, 1950.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 148] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 13th January, 1950, shall be replaced by the following clause:—

2. *Wages.*

Apprentices and Improvers.

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.
		s. d.	s. d.	s. d.
1st year's experience	38·4	..	2 6	51 6
2nd year's experience	41·9	..	2 6	56 0
3rd year's experience	53·0	1 6	1 6	71 0
4th year's experience	84·0	2 0	2 3	112 0
5th year's experience	100·0 plus 7s.	2 0	3 0	140 0

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

Other Employees

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

All Employees .. *183s. per week of 40 hours

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

All Employees .. *180s. per week of 40 hours

* Including a loading of 6s. per week.

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

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

No. 148.—860/50.—PRICE 3D.

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GOVERNMENT GAZETTE.

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No. 149] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination published in *Government Gazette* No. 625 of the 3rd August, 1949, 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.

2. * WAGES.

(*a*) *Apprentices.*—PER WEEK.

	Weekly Rate. s. d.
1st year	38 6
2nd year	52 0
3rd year	71 0
4th year	100 6
5th year	131 0

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 211s. 8d. per week.

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

Improvers.—PER WEEK.

	Weekly Rate. s. d.	War Time Loading. s. d.	Total Weekly Wage. s. d.
1st six months	30 9	1 0	31 9
2nd six months	44 0	1 6	45 6
2nd year	63 9	2 0	65 9
3rd year	103 0	3 0	106 0
4th year	131 9	4 0	135 9
5th year	148 3	4 6	152 9

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 211s. 8d. per week.

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* 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."

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(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 21 of this Part)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	222 7	5 6¾
(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	241 8	6 0½
(b) Where the temperature exceeds 120° Fahrenheit	261 8	6 6½
(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	241 8	6 0½
(b) Where the temperature exceeds 120° Fahrenheit	261 8	6 6½
(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	222 7	5 6¾
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	261 8	6 6½
(7) Bricklayers laying glass bricks	211 8	5 3½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	219 0	5 5¾
(9) All other bricklayers	211 8	5 3½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	211 8	5 3½
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.		

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.*—Per Week.

—	Weekly Rate.
	s. d.
1st year	38 6
2nd year	52 0
3rd year	71 0
4th year	100 6
5th year	131 0

Proportion (in any Place).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 207s. 0d. 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.	s. d.
1st six months	30 9	1 0	31 9
2nd six months ..	44 0	1 6	45 6
2nd year	63 9	2 0	65 9
3rd year	103 0	3 0	106 0
4th year	131 9	4 0	135 9
5th year	148 3	4 6	152 9

Proportion (in any Place).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 207s. 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."

(*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 of this Part) ..		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	217 11	5 5¼
(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	237 2	5 11¼
(*b*) Where the temperature exceeds 120° Fahrenheit	257 2	6 5¼
(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	237 2	5 11¼
(*b*) Where the temperature exceeds 120° Fahrenheit	257 2	6 5¼
(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	217 11	5 5¼
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	257 2	6 5¼
(7) Bricklayers laying glass bricks	207 0	5 2
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	214 4	5 4¼
(9) All other bricklayers	207 0	5 2
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	207 0	5 2
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 40lb., 9d. per hour.		

(*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.

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

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

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No. 150] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 846 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

Males.	s.	d.	*Females.*	s.	d.
1st years' experience	29	6	1st six months' experience	23	3
2nd " "	41	6	2nd " " "	29	6
3rd " "	56	9	3rd " " "	34	3
4th " "	76	3	4th " " "	40	9
5th " "	97	6	5th " " "	45	9
6th " "	112	6	6th " " "	51	9
7th " "	120	6	7th " " "	57	0
			8th " " "	64	9

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

(*b*) Other Employers.

—	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	s. d.	s.
Operators of blue-printing machines—		
Males—		
(i) with 3 months' or more experience ..	140 0	137 0
(ii) with less than 3 months' experience	137 0	134 0
Females	83 3	83 3
All other persons—		
Males	137 0	134 0
Females	76 9	76 9

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 150.—1152/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 151] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 845 of the 16th September, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

	s.	d.
1st year's experience ..	29	9
2nd " " ..	40	6
3rd " " ..	54	9
4th " " ..	74	6
5th " " ..	94	9
6th " " ..	109	3
7th " " ..	116	6

Females.

	s.	d.
1st six months' experience	23	0
2nd " " "	29	3
3rd " " "	34	3
4th " " "	40	9
5th " " "	45	9
6th " " "	51	6
7th " " "	57	0
8th " " "	64	9

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

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

Females.

Two improvers to each female person receiving not less than the minimum wage.

(*b*) ADULTS.

	s.	d.
Males	137	0
Females	76	9

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

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

No. 151.—1153/50.—PRICE 3D.

VICTORIA

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No. 152] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 842 of the 16th September, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

Males.	s.	d.	*Females.*	s.	d.
1st year's experience ..	29	6	1st six months' experience	23	3
2nd ,, ,, ..	41	6	2nd ,, ,, ,,	29	6
3rd ,, ,, ..	56	9	3rd ,, ,, ,,	34	3
4th ,, ,, ..	76	3	4th ,, ,, ,,	40	9
5th ,, ,, ..	97	6	5th ,, ,, ,,	45	9
6th ,, ,, ..	112	6	6th ,, ,, ,,	51	9
7th ,, ,, ..	120	6	7th ,, ,, ,,	57	0
			8th ,, ,, ,,	64	9

and thereafter the minimum wage.

Proportion.

One male improver to each male person receiving not less than the minimum wage.

Three female improvers to each female person receiving not less than the minimum wage.

(*b*) Other Employees.

	s.	d.
Grinding mill attendant	141	0
Person engaged in testing and/or checking formulae	147	0
Person in charge of mixing ingredients and making chalks from given formulae ..	142	0
Persons not provided for		
Males	137	0
Females	76	9

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

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

No. 152.—1156/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 153] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS.
Secretary for Labour.

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section published in *Government Gazette* No. 841 of the 16th September, 1949, shall be replaced by the following clauses :—

PERSONS ENGAGED IN PREPARING FEATHERS.

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

	s.	d.
Under 17 years of age	31	3
17 years of age	46	6
18 years of age	62	6
19 years of age	84	3
20 years of age	102	6

Proportion (*in any place*).

One improver to each adult employee.

(*b*) Other Employees.

	s.	d.
All adults	137	0

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

	s.	d.
1st year's experience	29	3
2nd year's experience	41	6
3rd year's experience	56	9
4th year's experience	76	6
5th year's experience	97	9
6th year's experience	112	6
7th year's experience	120	3

Females.

	s.	d.
1st six months' experience	23	3
2nd six months' experience	29	3
3rd six months' experience	34	3
4th six months' experience	40	9
5th six months' experience	45	9
6th six months' experience	51	6
7th six months' experience	57	0
8th six months' experience	65	0
9th six months' experience	70	0
10th six months' experience	76	3

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

No. 153.—1157/50.—PRICE 3D.

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(*b*) ADULTS.

	s.	*d.*
Males :— (i) of 3 months' or more experience	138	0
(ii) of less than 3 months' experience	137	0
Females	76	9

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

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 154] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 840 of the 16th September, 1949, shall be replaced by the following clause:—

2. Wages per week of 40 Hours (*a*) (Day Shift).

(i) Improvers.		(ii) Other Employees.		
	s. d.	—	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age	36 9			
17 years of age	46 6			
18 years of age	62 6			
19 years of age	84 9			
20 years of age	102 6			
PROPORTION (in any place).			*£ s. d.*	*£ s. d.*
One improver to each adult employee.		Foreman in charge	7 9 0	7 6 0
		Scutcher (hand)	7 3 0	7 0 0
		Scutcher (machine)	7 0 0	6 17 0
		All others	6 17 0	6 14 0

(*b*) **NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.**

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

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

No. 154.—1158/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 155] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Gold Beating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 839 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.	*s.*	*d.*
1st year's experience	29	6
2nd " "	41	3
3rd " "	63	9
4th " "	102	6
5th " " and until 21 years of age	129	3

Females.	*s.*	*d.*
1st six months' experience ..	23	3
2nd " " ..	29	6
3rd " " ..	34	3
4th " " ..	40	9
5th " " ..	45	6
6th " " ..	51	9
7th " " ..	57	3
8th " " ..	64	9
9th " " ..	69	9
10th " " ..	75	6

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Three female improvers to every two female workers receiving the adult rate.

(*b*) ADULTS.

Males.	*s.*	*d.*
Beaters	159	0
All Others	137	0

Females.	*s.*	*d.*
Welding gold-leaf	95	0
Cutting and/or booking gold-leaf	87	6
All Others	76	6

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

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

No. 155.—1159/50.—PRICE 3D

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 156] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 838 of the 16th September, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

Males.

	s.	d.
1st year's experience ..	29	6
2nd " " ..	41	6
3rd " " ..	56	9
4th " " ..	76	3
5th " " ..	97	6
6th " " ..	112	6
7th " " ..	120	6

Females.

	s.	d.
1st six month's experience	23	3
2nd " "	29	6
3rd " "	34	3
4th " "	40	9
5th " "	45	9
6th " "	51	9
7th " "	57	0
8th " "	64	9

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male adult.

Females.

One improver to each female receiving not less than the minimum wage.

(*b*) Adults.

Males.

	s.	d.
Printing-ink grinder and/or mixer	141	0
All others	137	0

Females.

	s.	d.
All persons	76	9

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 156.—1160/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 157] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Lampshade Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 837 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.

Males.	s.	d.
1st year's experience ..	28	9
2nd " " ..	40	6
3rd " " ..	54	9
4th " " ..	74	6
5th " " ..	94	9
6th " " ..	109	3
7th " " ..	116	6

Females.	s.	d.
1st six months' experience ..	23	0
2nd " " " ..	29	3
3rd " " " ..	34	3
4th " " " ..	40	9
5th " " " ..	45	9
6th " " " ..	51	6
7th " " " ..	57	0
8th " " " ..	64	9

And thereafter the minimum wage.

PROPORTION.

Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.

Three female improvers to each female person receiving not less than the minimum wage.

(b) OTHER EMPLOYEES.

Males.	s.	d.
Persons engaged in cutting out material for parts of lampshades	139	0
All others	137	0
Females.		
Persons engaged in sketching, painting or decorating by freehand or stencils	89	9
Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing)	78	6
All others	76	9

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne
No. 157.—1161/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

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

No. 158] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 836, of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

	s.	d.
1st year's experience ..	29	6
2nd " " ..	41	6
3rd " " ..	56	9
4th " " ..	76	3
5th " " ..	97	9
6th " " ..	112	3
7th " " and until 21 years of age	120	6

Females.

	s.	d.
1st six months' experience..	23	3
2nd " " ..	29	6
3rd " " ..	34	3
4th " " ..	40	9
5th " " ..	45	6
6th " " ..	52	3
7th " " ..	57	0
8th " " ..	65	3
9th " " ..	69	6
10th " " and until 21 years of age ..	75	9

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One male improver to each male person receiving not less than the minimum wage.

Females.

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(*b*) ADULTS.

Males.

	s.	d.
Adults (i) Of three months' or more experience ..	141	0
(ii) Of less than three months' experience	137	0

Females.

	s.	d.
(*a*) Designer of patterns to be used for producing articles of wearing apparel ..	184	3
(*b*) Assistant to (*a*) above ..	132	9
(*c*) Designers of patterns used for the production of transfers as applied to fabrics	132	9
(*d*) Assistants to (*c*) above ..	107	3
(*e*) Operator of perforating machine	98	3
(*f*) Any other adult	79	9

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

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

No. 158.—1162/50.—PRICE 3d.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 159] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 835 of the 16th September, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.	
Males.	s. d.	*Females.*	s. d.		s. d.
1st year's experience	29 6	1st six months' experience ..	23 3		
2nd " "	41 3	2nd " " " ..	29 6		
3rd " "	56 9	3rd " " " ..	34 3		
4th " "	76 3	4th " " " ..	40 9		
5th " "	97 6	5th " " " ..	45 6		
6th " "	112 3	6th " " " ..	51 9		
7th " "	120 6	7th " " " ..	57 3	Males	137 0
and thereafter the rate prescribed for adults		8th " " " ..	64 9	Females	76 9

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.

Five female improvers to each female person receiving not less than the rate prescribed for adults.

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

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

No. 159.—1163/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 160] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Plaster Model Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 834 of the 16th September, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.	s.	d.
Under 17 years of age	31	3
17 years of age	46	9
18 years of age	62	6
19 years of age	84	6
20 years of age	102	6
PROPORTION (IN ANY PLACE).		
One improver to every three adult employees.		

(b) Other Employees.	s.	d.
Persons engaged in making or preparing moulds	147	0
Persons engaged in coloring or decorating models—		
(a) by hand	161	0
(b) by spray, or otherwise than by hand	149	0
Persons engaged in assembling or finning models when taken from moulds	142	0
All others	137	0

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

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

No. 160.—1164/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 161] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 833 of the 16th September, 1949, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.	s.	d.
Under 17 years of age	31	3
17 years of age	46	6
18 " "	62	6
19 " "	84	9
20 " "	102	6

Proportion (in any place).

One improver to each adult employee.

(b) Adults.	s.	d.
Males—(i) of 3 months' or more experience	141	0
(ii) of less than 3 months' experience	137	0
Females	84	3

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 161.—1165/50.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 162] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour

GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 832 of the 16th September, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.	s.	d.
Under 17 years of age	31	3
17 years of age	46	6
18 " "	62	6
19 " "	84	9
20 " "	102	6

Proportion (in any place).

One improver to every two fully-paid workers.

(*b*) Other Employees.	s.	d.
Adults (i) of three months' or more experience ..	141	0
(ii) of less than three months' experience ..	137	0

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 162.—1166/50.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 163] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

GROCERS' SUNDRIES BOARD.

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

2. (*a*) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.		FEMALES.				
Age.	Wages.	Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).	Total Weekly Wages.
	Per Week.		Per Week.	Per Week.	Per Week.	Per Week.
	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years of age	56 3	Under 16 years of age	33 3	2 3	2 9	38 3
16 years of age and under 17 years of age ..	63 0	16 to 17 years of age ..	35 0	2 6	2 9	40 3
17 years of age and under 18 years of age ..	75 0	17 to 18 years of age ..	43 0	3 0	3 6	49 6
18 years of age and under 19 years of age ..	89 0	18 to 19 years of age ..	47 6	3 3	4 0	54 9
19 years of age and under 20 years of age ..	103 3	19 to 20 years of age ..	55 0	3 9	4 6	63 3
20 years of age and under 21 years of age ..	123 3	20 to 21 years of age ..	62 6	4 3	5 3	72 0

PROPORTION (within any Factory or Place.)

Apprentices.

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

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

No. 163.—1169/50.—PRICE 3D.

Improvers.

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

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

Candle or Soap and Soda Sections.

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

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

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

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

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

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

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

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

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

(*b*) OTHER EMPLOYEES.

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 1.—Grocers' Sundries.		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	8 18 6	8 15 6
Honey blenders	8 13 6	8 10 6
Men roasting and/or grinding and who mix or blend coffee or chicory	8 13 6	8 10 6
Assistant millers	8 11 0	8 8 0
Coffee essence makers	8 11 0	8 8 0
Bagged goods carriers and/or stackers	8 11 0	8 8 0
Cellarmen in charge and working at loading, unloading and despatching by-products	8 11 0	8 8 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	8 8 0	8 5 0
Roasters of other commodities than coffee or chicory	8 8 0	8 5 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	8 8 0	8 5 0
Mixers or blenders	8 8 0	8 5 0
Kilnmen and/or bleachers	8 3 6	8 0 6
Mill hands	8 1 0	7 18 0
Men engaged drawing off finished products and/or by-products in cereal mills	8 1 0	7 18 0
Men engaged at oat cleaning and/or grading	8 1 0	7 18 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Division 2.—Starch, Starch Products and Cornflour.		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	8 18 6	8 15 6
Assistant millers	8 11 0	8 8 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	8 11 0	8 8 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	8 11 0	8 8 0
Steepmen	8 6 0	8 3 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	8 4 0	8 1 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	8 3 6	8 0 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	8 1 0	7 18 0
Men grinding starch and/or cornflour	8 1 0	7 18 0
Mill hands	8 1 0	7 18 0
Starch and/or cornflour shovellers	8 1 0	7 18 0
Leading hand—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Division 3.—Rice.		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	8 18 6	8 15 6
Assistant millers	8 11 0	8 8 0
Mill hands	8 1 0	7 18 0
Men engaged drawing off broken rice, bran, straw, and/or rice	8 1 0	7 18 0
Men engaged taking off and/or sewing and/or stacking rice	8 1 0	7 18 0
Rice meal rammers	8 1 0	7 18 0
Rice hull packers	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9

OTHER EMPLOYEES—*continued.*

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 4.—Gluten, Glucose and Allied Products.		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	8 11 0	8 8 0
Convertor men	8 11 0	8 8 0
Flour mixers or men feeding mixers and/or bagging dry gluten	8 6 0	8 3 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	8 3 6	8 0 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	8 3 6	8 0 6
Pumpmen	8 1 0	7 18 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Division 5.—Macaroni and Allied Products.		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	8 16 0	8 13 0
Paste makers	8 2 0	7 19 0
Hydraulic press attendants	8 2 0	7 19 0
Women working in dough room and vermicelli twisting and spaghetti spreading	4 8 3	4 6 9
All other male adults	7 16 0	7 13 0
All other female adults	4 3 3	4 1 9
Division 6.—Cereal Breakfast Foods.		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	8 11 0	8 8 0
Men in charge of and working rollers	8 11 0	8 8 0
Men in charge of and working at toasting flakes or biscuits (oven men)	8 11 0	8 8 0
Grinding and milling machinists	8 2 0	7 19 0
Fillers and/or makers	8 2 0	7 19 0
Pressmen	8 2 0	7 19 0
Conveyor workers	8 2 0	7 19 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Division 7.—Malt Extract.		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	8 18 6	8 15 6
Vacuum pan attendants	8 11 0	8 8 0
Men operating and in charge of grain crushers, mixing and filling machines	8 8 6	8 5 6
Men working at and in charge of dehydrators	8 8 6	8 5 6
Man working at and in charge of store	8 7 0	8 4 0
Man working at and in charge of spent grain bins	8 7 0	8 4 0
All other adult males	8 3 0	8 0 0
Division 8.—Maize Products.		
Millers and/or stonedressers	8 18 6	8 15 6
Man engaged on cornflour packing machine	8 11 0	8 8 0
Convertor men	8 11 0	8 8 0
Man in charge of and working at macerators	8 11 0	8 8 0
Vacuum pans men	8 11 0	8 8 0
Men in charge of and working in drip rooms	8 11 0	8 8 0
Dextrine and/or custard mixer and/or blender	8 8 0	8 5 0
Weighbridge attendants	8 8 0	8 5 0
Steepmen	8 6 0	8 3 0
Millers' assistants	8 6 0	8 3 0
Feed dryers	8 6 0	3 3 0
Silk reel repairers	8 3 6	8 0 6
Men engaged on char filters	8 3 6	8 0 6
Char kilnmen	8 3 6	8 0 6
Oliver filtermen	8 3 6	8 0 6
Oil expeller men	8 3 6	8 0 6
Reels and cracker men	8 3 6	8 0 6
Neutralizer men	8 3 6	8 0 6
Drip room men	8 3 6	8 0 6
Maize receiving and cleaning operators	8 1 0	7 18 0
Sample men	8 1 0	7 18 0
Liquor presses	8 1 0	7 18 0
Feed press valve men	8 1 0	7 18 0

OTHER EMPLOYEES—*continued.*

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 8.—Maize Products—(continued).		
Cones men	8 1 0	7 18 0
Flushing system men	8 1 0	7 18 0
Paddlers	8 1 0	7 18 0
Pumpmen	8 1 0	7 18 0
Starch-house kilnmen	8 1 0	7 18 0
Polly feed and/or oil meal baggers and sewers	8 1 0	7 18 0
Bulk cornflour baggers and sewers	8 1 0	7 18 0
Assistant operators on macerators	8 1 0	7 18 0
Yardmen	8 1 0	7 18 0
Women employed at scraping starch	4 8 3	4 6 9
Women employed on custard powder filling machines	4 8 3	4 6 9
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All other female adults	4 3 3	4 1 9
Division 9.—Tallow.		
Employees engaged in preparation of tallow—		
Tallow samplers	8 1 0	7 18 0
Man in charge of liquefying tallow	8 8 0	8 5 0
Assistant liquefying tallow	8 4 6	8 1 6
Operator of bleaching plant	8 3 0	8 0 6
Operator of pumps and/or blowers	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Division 10.—Fatty Acids and Candles.		
Operator of tallow splitting vats	8 12 6	8 9 6
Operator of filter presses and/or reagent-making plant	8 12 6	8 9 6
Operator of fatty acid stills	8 12 6	8 9 6
Stillman's assistant and/or pumpman	8 3 6	8 0 6
Cupboard runners	8 6 0	8 3 0
Press room ganger (or charge hand in press room)	8 12 6	8 9 6
Operator in charge of black acid presses	8 1 0	7 18 0
Operator of oliver filters	8 12 6	8 9 6
Pumpman	8 3 6	8 0 6
Storeman in oliene store	8 2 0	7 19 0
Vatmen treating stearine	8 6 0	8 3 0
Candle moulder—after 12 months' experience	8 6 0	8 3 0
Candle moulder with less than 12 months' experience	8 1 0	7 18 0
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
Division 11.—Soap and Soda.		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	8 6 6	8 3 6
Soda crystal maker	8 6 0	8 3 0
Assistant soda crystal maker	8 1 0	7 18 0
Assistant soap maker	8 13 6	8 10 6
Soap pumpmen	8 6 0	8 3 0
Lye runner	8 1 0	7 18 0
Operator of power mixers and/or crutchers	8 6 0	8 3 0
Soap crutcher by hand	8 3 0	8 0 0
Soap cutting machinist	8 3 0	8 0 0
Head soap cutter by hand	8 3 0	8 0 0
Soap cutter by hand	7 18 6	7 15 6
Stampers by foot or hand	8 1 0	7 18 0
Operator of automatic stamping, wrapping, or packing machines	8 1 0	7 18 0
Operator of automatic soap dryers	8 1 0	7 18 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9
Milling of Toilet Soap—		
Milling room foreman	8 6 6	8 3 6
Man in charge of, and actually milling soap	8 6 0	8 3 0
Soap miller	8 1 0	7 18 0
Mixing and/or blending toilet soap chips	8 1 0	7 18 0
Pulverising and/or dressing pulverized soap	8 1 0	7 18 0
Leading hands—10s. per week additional		
All other male adults	7 16 0	7 13 0
All female adults	4 3 3	4 1 9

OTHER EMPLOYEES—*continued.*

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

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause :—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Cooee cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

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

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

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No. 164] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 761 of the 30th August, 1949, shall be replaced by the following clause :—

2. (*a*) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—

—	Wages per Week.			
	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
		s. d.	*s. d.*	£ *s. d.*
I.—Adult Females.				
Under three months' experience ..	65	3 0	6 0	4 12 0
All others ..	75	3 0	7 0	5 6 0
II.—Junior Females.				
17 years of age and under ..	40	1 0	3 6	2 15 6
18 years of age ..	47½	1 3	4 0	3 6 0
19 years of age ..	55	1 6	4 6	3 16 6
20 years of age ..	62½	2 0	5 0	4 7 0
III.—Junior Males.				
Under 16 years of age ..	25	0 6	2 0	1 14 6
16 years of age ..	35	0 9	3 0	2 8 6
17 years of age ..	47½	1 0	4 0	3 6 0
18 years of age ..	60	1 0	5 0	4 3 0
19 years of age ..	75	2 0	6 0	5 4 0
20 years of age ..	90	2 0	7 0	6 4 0

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

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

Note.—The Board has determined that no apprentice shall be taken to this section.

Other Employees.

—	Wages per Week.		
	Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	*s. d.*	*s. d.*
Foreman i.e., man in charge of two or more employees ..	197 6	3 0	200 6
Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames	178 6	3 0	181 6
Press operator (heavy) ..	155 0	3 0	158 0
Press operator (light) ..	153 0	3 0	156 0
Process worker (as defined)	153 0	3 0	156 0

(b)

EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
—	Percentage of Journeyman's Total Wage.	Total Wage Payable.	—	Percentage of Journeyman's Total Wage.	Total Wage Payable.	—	Wages Per Week. Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	45 6	Foreman, *i.e.*, man in charge of two or more employees	197 6	3 0	200 6
1st year ..	25	45 6	2nd year ..	35	63 6	Optical tradesman	184 6	3 0	187 6
2nd year ..	35	63 6	3rd year ..	45	81 6	Optical workers and repairers ..	178 6	3 0	181 6
3rd year ..	45	81 6	4th year ..	65	118 0				
4th year ..	65	118 0	5th year ..	80	145 0				
5th year ..	80	145 0							
Four Year Terms:—			PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 181s. 6d. per week.						
1st year ..	30	54 6							
2nd year ..	45	81 6							
3rd year ..	65	118 0							
4th year ..	80	145 0							
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 181s. 6d. per week. An indenture of apprenticeship prescribed was approved on 15th December, 1914.									

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

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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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No. 165] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III, and IV of the Determination published in *Government Gazette* No. 38 of the 20th January, 1949, shall be replaced by the following clauses:—

PART I.

This Part applies to employees on Tug Boats.

(Other than those employed by the Geelong Harbour Trust.)

1. (*a*) WAGES PER WEEK.

	£ s. d.
Fireman	9 0 6
A.B.	8 10 6

(*b*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

—	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman	7 2 6	1 17 0	8 19 6
A.B.	6 13 3	1 17 0	8 10 3
Ordinary Seaman	5 10 10	1 8 0	6 18 10

No. 165.—1177/50.—PRICE 3D.

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust.

1. (*a*) *Day Workers* :—

	Wages per Week. £	s.	d.
A.B.	8	0	0
Deck Hand	7	11	0
Fireman	8	9	0
Greaser	8	10	0
Winchman	8	6	6
Coal Gang Hand	8	0	0
Diver	11	0	0

(*b*) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(*c*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(*d*) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(*e*) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (*a*) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbour Trust.

1. (*a*) *Day Workers* :—

	Wages per Week. £	s.	d.
A.B.	8	0	0
Deck Hand	7	11	0
Fireman	8	9	0
Greaser	8	10	0
Winchman	8	6	6
Coal Gang Hand	8	0	0

(*b*) An additional amount of 1s. per week shall be paid to all persons employed as A.B's or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(*c*) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbour Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(*d*) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(*e*) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (*a*) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Parts I, II, III and IV, of the said Determination shall remain in force.

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No. 166] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

ROOFING TILES BOARD

Clause 2 of the Determination published in *Government Gazette* No. 88 of the 16th February, 1949, shall be replaced by the following clause :—

2. (*a*) **(i) APPRENTICES OR IMPROVERS.**

MALES.

Wages per Week of 40 hours.

—	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		s. d.	*s. d.*	*s. d.*	*s. d.*
Under 15 years of age	At the Rates prescribed for Adults	32 3	1 3	2 3	35 9
15 years of age		37 3	1 6	2 9	41 6
16 „ „		43 0	1 6	3 3	47 9
17 „ „		51 3	1 9	3 9	56 9
18 „ „		69 0	2 6	5 0	76 6
19 „ „		81 6	3 0	6 0	90 6
20 „ „		100 3	3 9	7 3	111 3

FEMALES.

Wages per Week of 40 hours.

—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s.	*s. d.*	*s. d.*	*s. d.*
Under 15 years of age	31 9	1 3	2 3	35 3
15 years of age	36 9	1 3	2 9	40 9
16 „ „	41 9	1 6	3 0	46 3
17 „ „	44 9	1 9	3 3	49 9
18 „ „	50 6	1 9	3 9	56 0
19 „ „	58 0	2 0	4 3	64 3
20 „ „	64 0	2 3	4 9	71 0

No. 166.—1180/50.—PRICE 3D.

(*b*) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (*a*) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

Apprentices.

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

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

Improvers.

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

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

(II) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	s.	*d.*
Burner	162	0
Burner's Assistant	158	0
Damperman and/or kiln cleaner	155	0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	167	0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	169	0
All other facemen	171	0
All other clayhole men (Employer to provide tools)	161	0
Drawer	161	0
Setter	165	0
Mouldmaker (including plaster die making)	165	0
Flower pot, or flower pot saucer throwers	165	0
Maker on press (screw or lever type)	161	0
Hand presser and moulder	165	0
Man digging and/or wheeling clay from a dump and/or levelling a dump	158	0
Crusher or grinding pan attendant	158	0
Loftman	158	0
Man sorting roofing tiles	158	0
Packer into rail trucks	158	0
Man feeding and/or taking off tile press	161	0
Tile feeder's assistant	155	0
Man carrying or wheeling into or out of kiln or to or away from kiln	158	0
Racker or wheeler who also racks	158	0
Other tile wheeler	155	0
Dresser or trimmer (dry tiles)	155	0
Waste-man or other unskilled man	155	0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	165	0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	158	0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	161	0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 167] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in *Government Gazette* No. 635 of the 11th August, 1949, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

—	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen	8 14 0	8 11 0
Journeywomen	5 16 6	5 14 3

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

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

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

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

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

No. 167.—1131/50.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	40 3	39 3
Second year's experience	47 0	45 9
Third year's experience	67 0	65 6
Fourth year's experience	107 3	104 9
Fifth year's experience	134 0	131 0
Four-year terms—		
First year's experience	40 3	39 3
Second year's experience	67 0	65 6
Third year's experience	107 3	104 9
Fourth year's experience	134 0	131 0

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

(*d*) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar maker.

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	40 3	39 3
16 and under 17 years of age	53 6	52 6
17 and under 18 years of age	67 0	65 6
18 and under 19 years of age	80 6	78 6
19 and under 20 years of age	107 3	104 9
20 and under 21 years of age	134 0	131 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne ; 10 miles of G.P.O. Geelong ; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	40 3	39 3
16 and under 17 years of age	50 3	49 0
17 and under 18 years of age	57 0	55 9
18 and under 19 years of age	63 9	62 3
19 and under 20 years of age	70 3	68 9
20 and under 21 years of age	87 0	85 3

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

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

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

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 168] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

SEWER BUILDERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 34 of the 13th January, 1950, shall be replaced by the following clause:—

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(a) *Apprentices or Improvers.*		*Juveniles.*	
Wages. Per Week of 40 Hours.		Wages. Per Week of 40 Hours.	
	s. d.		s. d.
1st year, 2nd year, 3rd year	100 9	Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools; (b) as toolsmith's assistant	107 4
PROPORTION.			
Apprentices.			
One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".			
Improvers.			
One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".			

No. 168.—1181/50.—PRICE 3D.

All Other Employees.

(*b*) (i) Day shift:—

—	Wages Per Week of 40 Hours. £	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	8	11	6
Borer testing ground	8	4	0
Cement gun nozzle operator	8	14	0
Concrete floater	8	11	6
Concrete gauger, mixer, or handler	8	4	0
Concrete mixer-driver doing repairs	8	15	0
Concrete mixer-driver not doing repairs	8	9	0
Concrete patcher	8	11	6
Compressor employee in charge doing repairs	8	15	0
Compressor employee in charge not doing repairs	8	9	0
Foreman's assistant	8	4	0
Hammer and drill hand	8	9	0
Jumperman	8	4	0
Leading hand in charge of six to ten other employees	8	19	0
Leading hand in charge of more than ten other employees	9	4	0
Live sewer worker	9	14	0
Machine borer	8	16	6
Manhole builder	8	19	0
Manhole sinker (any shape)	8	14	0
Leading pipe layer and/or leading jointer	8	16	6
Pipe layer and/or jointer	8	14	0
Pitcher setter	8	9	0
Ploughman	8	9	0
Ploughman's assistant	7	19	0
Pneumatic pick or scabbler or vibrator user	8	14	0
Powder monkey	8	19	0
Pump employee in charge of pump pumping water and doing repairs	8	4	0
Reinforcement placer or wirer	8	4	0
Renderer in open drains	9	4	0
Renderer in pipes, tunnels, or covered drains	9	16	6
Rigger's assistant, vent erecting	8	9	0
Rigger in charge, vent erecting or dismantling	8	19	0
Scoop filler	8	4	0
Sinker—with less than three months' experience	8	4	0
Sinker (other than manhole sinker) with three months' experience or over	8	9	0
Slurry refiller	7	19	0
Timber drawer in drives or working below 12 feet in shafts	8	9	0
Timber cutter, preparer or measurer	8	9	0
Timberman, timbering in trenches immediately behind power excavator	8	19	0
Toolsmith	8	9	0
Topman	7	19	0
Trimmer, leading (i.e., an employee in charge of trimmers)	8	14	0
Trimmer, other than leading trimmer	8	11	6
Tunneller including an employee excavating in drives	8	9	0
Vent erector or dismantler	8	4	0
Windlass hand, working alone on tripod windlass	8	4	0
Windlass hand—other	7	19	0
Employee not elsewhere classified	7	19	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (*b*) (i) plus an additional 5s. per shift.

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

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

VICTORIA

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No. 169] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 601 of the 21st July, 1949, shall be replaced by the following clauses:—

2 (i)

Improvers.		Other Employees.			
Wages per Week of 40 Hours.		Wages. (a) *In Hay, Corn, or Chaff Stores.* (b) *Employed handling or distributing brewers' or distillers' grains*	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.	
	s. d.		s. d.	s. d.	
Under 17 years of age	65 3	Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store	159 0 per week of 40 hours	162 0 per week of 40 hrs.	See also Clauses 2 (ii) and 3.
17 years of age ..	75 9	Drivers of motor wagons—			
18 " ..	93 9	(a) having a capacity of 2 tons or less ..	154 0 " 40 "	157 0 " 40 "	
19 " ..	103 9	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	160 0 " 40 "	163 0 " 40 "	
		(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	166 0 " 40 "	169 0 " 40 "	
		Carters driving one horse	150 0 " 40 "	153 0 " 40 "	
20 "	114 3	Carters driving two horses	155 0 " 40 "	158 0 " 40 "	
		And for every additional horse.. ..	0 6 extra per day ..	0 6 extra per day	
		All others	152 0 per week of 40 hours	155 0 per week of 40 hrs	

No. 169.—1134/50.—Price 3d.

Improvers.	Other Employees.			
	WAGES—*continued.*	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.	
PROPORTION. One improver to the first four or fraction of four workers receiving not less than 150s. per week of 40 hours, and thereafter one improver to each additional four such workers.	*Wood Yards, or Wood, Coal, and Coke (Combined) Yards.*			See also Clauses 2 (ii) and 3.
	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 152 0 per week of 40 hours	s. d. 155 0 per week of 40 hours	
	Drivers of motor wagons—			
	(a) having a capacity of 2 tons or less ..	154 0 „ 40 „	157 0 „ 40 „	
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	160 0 „ 40 „	163 0 „ 40 „	
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	166 0 „ 40 „	169 0 „ 40 „	
	Carters driving one horse	150 0 „ 40 „	153 0 „ 40 „	
	Carters driving two horses	155 0 „ 40 „	158 0 „ 40 „	
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day	
	All others	150 0 per week of 40 hours	153 0 per week of 40 hours	
	Coal Yards (i.e., *Places where at least 80 per cent. of the Business is done in Coal*) *or Coke Yards.*			
	Drivers of motor wagons—			
	(a) having a capacity of 2 tons or less ..	154 0 per week of 40 hours	157 0 per week of 40 hours	
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	160 0 „ 40 „	163 0 „ 40 „	
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	166 0 „ 40 „	169 0 „ 40 „	
	Carters driving one horse	150 0 „ 40 „	153 0 „ 40 „	
	Carters driving two horses	155 0 „ 40 „	158 0 „ 40 „	
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day	
	All others	163 0 per week of 40 hours	166 0 per week of 40 hours	
	Firewood Saw Mills (i.e., *Places where Mechanical Power is used to saw Firewood*).			
	Benchmen	156 0 per week of 40 hours	159 0 per week of 40 hours	
	Drivers of motor wagons—			
	(a) having a capacity of 2 tons or less ..	154 0 „ 40 „	157 0 „ 40 „	
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	160 0 „ 40 „	163 0 „ 40 „	
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	166 0 „ 40 „	169 0 „ 40 „	
	Carters driving one horse	150 0 „ 40 „	153 0 „ 40 „	
	Carters driving two horses	155 0 „ 40 „	158 0 „ 40 „	
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day	
	All others	152 0 per week of 40 hours	155 0 per week of 40 hours	

(ii) EXTRA RATES.

	per week. s.	d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..	3	0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	3	0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	2	0

3. ALLOWANCES.

(i) To the amounts otherwise prescribed in this Determination shall be added the following :—

(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. 1s. per day

(b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. .. An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

NOTE.—To the weekly earnings of each pieceworker the sum of 26s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

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

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

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No. 170] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 237 of the 21st April, 1947, shall be replaced by the following clause:—

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	4 10 0	29 3	5 19 3
During second year's experience of teaching following registration	4 13 10	29 3	6 3 1
During third year's experience of teaching following registration	4 17 8	29 3	6 6 11
During fourth year's experience of teaching following registration	5 1 6	29 3	6 10 9
During fifth year's experience of teaching following registration	5 5 5	29 3	6 14 8
During sixth year's experience of teaching following registration	5 9 3	29 3	6 18 6
During seventh year's experience of teaching following registration	5 13 1	29 3	7 2 4
During eighth year's experience of teaching following registration	5 16 11	29 3	7 6 2
During ninth year's experience of teaching following registration	6 0 9	29 3	7 10 0

For the purposes of this clause experience prior to 1st January, 1947, shall be calculated as follows:—

(*a*) Any fraction of a year's experience shall be disregarded.

(*b*) Experience of five years or more shall be deemed to be experience of five years only, and teachers with such five or more years of experience shall be paid at the sixth year rate for their next year of service and progress from year to year to the seventh, eighth, and ninth year in accordance with the above scale.
The provisions of this paragraph shall not apply after the 31st December, 1949.

(*c*) Experience of less than five years shall be taken into account and teachers with such experience shall be paid in accordance with the above scale.

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

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

No. 170.—1138/50.—Price 3d.

VICTORIA

GOVERNMENT GAZETTE.

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No. 171] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 857 of the 30th September, 1949, shall be replaced by the following clause:—

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Males. Per Week. s. d.	Females. Per Week. s. d.
14 years	31 3	..
15 years	40 3	42 6
16 years	47 0	47 0
17 years	59 9	56 6
18 years	74 9	67 3
19 years	83 6	74 6
20 years	108 9	85 3

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 158s. 6d. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 111s. 0d. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 158s. 6d. per week.

One female improver to every three or fraction of three female workers receiving not less than 111s. 0d. per week.

ADULTS.

	Per Week. s. d.
Males.	
Foreman	176 0
Headman	167 9
All other adult males	158 6
Females.	
Headwoman	127 0
All other adult females	111 0

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 171.—1139/50.—PRICE 3D.

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No. 172] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette*, No. 637, of the 11th August, 1949, shall be replaced by the following clauses:—

2. WAGES PER WEEK (ADULTS).

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	8 14 0	8 11 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	8 8 0	8 5 0
All other Journeymen	8 14 0	8 11 0
Journeywomen	5 16 6	5 14 3

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

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

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

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

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

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

No. 172.—1141/50.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Five year terms—		
First year's experience ..	40 3	39 3
Second year's experience	47 0	45 9
Third year's experience ..	67 0	65 6
Fourth year's experience	107 3	104 9
Fifth year's experience	134 0	131 0
Four year terms—		
First year's experience ..	40 3	39 3
Second year's experience	67 0	65 6
Third year's experience ..	107 3	104 9
Fourth year's experience	134 0	131 0

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

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

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age ..	40 3	39 3
16 and under 17 years of age	53 6	52 6
17 and under 18 years of age	67 0	65 6
18 and under 19 years of age	80 6	78 6
19 and under 20 years of age	107 3	104 9
20 and under 21 years of age	134 0	131 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	40 3	39 3
16 and under 17 years of age	50 3	49 0
17 and under 18 years of age	57 0	55 9
18 and under 19 years of age	63 9	62 3
19 and under 20 years of age	70 3	68 9
20 and under 21 years of age	87 0	85 3

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

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

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

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 173] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

THEATRE MANAGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1032 of the 8th November, 1948, shall be replaced by the following clause:—

2. WAGES.

(*a*) *Weekly Employees.*

	Per week. £ s. d.
First Schedule.	
*Zone Manager	14 14 0
Manager	14 14 0
Manager of two theatrettes or manager of one theatre and one theatrette	18 14 0
(Provided that one manager of two such establishments shall be permitted only in cases in which the businesses carried on in both establishments are owned by one proprietor; the expression "one proprietor" to include separate companies in which the majority of shareholders of one are the majority of shareholders in the other)	
Assistant Manager (legitimate or vaudeville theatre and/or concert hall)	12 4 0
Assistant Manager (picture theatre)	11 4 0
Trainee Manager	8 4 0
Treasurer (legitimate or vaudeville and/or concert hall)	11 4 0
Treasurer (picture theatre)	9 14 0
Second Schedule.	
*Zone Manager	13 14 0
Manager	13 14 0
Assistant Manager	9 14 0
Trainee Manager	8 4 0
Third Schedule.	
*Zone Manager	12 14 0
Manager	12 14 0
Assistant Manager	9 14 0
Trainee Manager	8 4 0
Fourth Schedule.	
*Zone Manager	10 14 0
Manager	10 14 0
Manager intermittently employed shall be paid:—	
(i) For two days per week of not more than 13 hours 20 minutes, one third of the rate for a Zone Manager	3 11 4
(ii) For three days per week of not more than 20 hours, one half of the rate for a Zone Manager	5 7 0
(iii) For four days per week of not more than 26 hours 40 minutes, two thirds of the rate for a Zone Manager	7 2 8
(iv) For five days per week of not more than 33 hours 20 minutes, five sixths of the rate for a Zone Manager	8 18 4

* Additional Allowances.

No. 173.—1184/50.—PRICE 3D.

A Zone Manager shall, in addition to his ordinary wage, be entitled to the following allowance for each additional theatre, theatrette, or concert hall supervised :—

First Schedule.

£1 per week with a maximum of £4 per week.

Second Schedule.

15s. per week with a maximum of £3 per week.

Third Schedule.

10s. per week with a maximum of £2 per week.

Fourth Schedule.

7s. 6d. per week with a maximum of £1 10s. per week.

(*b*) *Casual Employees.*

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the appropriate weekly wage with the addition of 20 per cent. with a minimum payment as for 4 hours.

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

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

VICTORIA

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No. 174] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 35 of the 13th January, 1950, shall be replaced by the following clause:—

2. WAGES PER WEEK.

—	Males.	Females.
Secretary.	£ s. d.	£ s. d
Where the adjusted bed capacity is—		
under 25	11 8 6	9 5 9
25 to 35	11 14 0	9 10 3
36 „ 45	12 2 3	9 16 9
46 „ 55	12 10 6	10 3 3
56 „ 65	13 1 6	10 12 3
66 „ 75	13 12 6	11 1 0
76 „ 85	14 3 6	11 3 0
86 „ 95	14 17 3	11 8 6
96 „ 105	15 16 6	12 3 0
106 „ 125	16 15 9	12 17 3
126 „ 150	17 15 0	13 11 9
151 „ 175	18 14 3	14 6 3
176 „ 200	19 13 6	15 0 9
201 „ 250	20 12 9	15 15 0
251 „ 300	21 12 0	16 9 6
301 „ 350	22 11 3	17 4 0
351 „ 400	23 10 6	17 18 6
401 „ 450	24 12 6	18 15 0
451 „ 500	25 14 6	19 11 6
501 „ 550	26 16 6	20 8 0
551 „ 600	27 18 6	21 4 6
601 „ 650	29 0 6	22 1 0
651 „ 700	30 2 6	22 17 6
701 „ 750	31 4 6	23 14 0

WAGES PER WEEK.

—	Males.	Females.
	£ s. d.	£ s. d.
Assistant Secretary.		
Where the adjusted bed capacity is—		
under 150	13 1 6	10 1 9
151 „ 175	13 7 0	10 5 9
176 „ 200	13 12 6	10 10 0
201 „ 250	14 3 6	10 18 3
251 „ 300	14 14 6	11 6 6
301 „ 350	15 5 6	11 14 9
351 „ 400	15 16 6	12 3 0
401 „ 450	16 7 6	12 11 3
451 „ 500	16 18 6	12 19 6
501 „ 550	17 9 6	13 7 9
551 „ 600	18 0 6	13 16 0
601 „ 650	18 11 6	14 4 3
651 „ 700	19 2 6	14 12 6
701 „ 750	19 13 6	15 0 9
Accountant.		
Where the adjusted bed capacity is—		
under 95	11 8 6	8 17 0
96 „ 105	11 14 0	9 1 0
106 „ 125	11 19 6	9 5 3
126 „ 150	12 5 0	9 9 3
151 „ 175	12 10 6	9 13 6
176 „ 200	12 16 0	9 17 6
201 „ 250	13 1 6	10 1 9
251 „ 300	13 12 6	10 10 0
301 „ 350	14 3 6	10 18 3
351 „ 400	14 14 6	11 6 6
401 „ 450	15 5 6	11 14 9
451 „ 500	15 16 6	12 3 0
501 „ 550	16 7 6	12 11 3
551 „ 600	16 18 6	12 19 6
601 „ 650	17 9 6	13 7 9
651 „ 700	18 0 6	13 16 0
701 „ 750	18 11 6	14 4 3
Chief Clerk.		
Where the adjusted bed capacity is—		
under 105	9 4 6	7 4 0
106 to 175	9 15 6	7 12 3
176 „ 250	10 1 0	7 16 3
251 „ 350	10 6 6	8 0 6
351 „ 400	10 12 0	8 4 6
401 „ 450	10 17 6	8 8 9
451 „ 500	11 3 0	8 12 9
501 „ 550	11 8 6	8 17 0
551 „ 600	11 14 0	9 1 0
601 „ 650	11 19 6	9 5 3
651 „ 700	12 5 0	9 9 3
701 „ 750	12 10 6	9 13 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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No. 175] **FRIDAY, FEBRUARY 24.** **[1950**

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 636 of the 11th August, 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	8 8 0	8 5 0
All other Journeymen	8 14 0	8 11 0
Journeywomen engaged in the trimming of gloves, cutting out forcetts and quirks, or cutting cotton ends	5 11 0	5 8 9
Other Journeywomen	5 16 6	5 14 3

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.

No. 175.—1116/50.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	40 3	39 3
Second year's experience	47 0	45 9
Third year's experience	67 0	65 6
Fourth year's experience	107 3	104 9
Fifth year's experience	134 0	131 0
Four year terms—		
First year's experience	40 3	39 3
Second year's experience	67 0	65 6
Third year's experience	107 3	104 9
Fourth year's experience	134 0	131 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.
	s. d.	s. d.
Under 16 year of age	40 3	39 3
16 and under 17 years of age	53 6	52 6
17 and under 18 years of age	67 0	65 6
18 and under 19 years of age	80 6	78 6
19 and under 20 years of age	107 3	104 9
20 and under 21 years of age	134 0	131 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.
	s. d.	*s. d.*
Under 16 years of age	40 3	39 3
16 and under 17 years of age	50 3	49 0
17 and under 18 years of age	57 0	55 9
18 and under 19 years of age	63 9	62 3
19 and under 20 years of age	70 3	68 9
20 and under 21 years of age	87 0	85 3

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

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

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

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

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

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

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No. 176] FRIDAY, FEBRUARY 24. [1950

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, 1950.

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

MEAT PRESERVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 886 of the 31st October, 1949, shall be replaced by the following clause:—

2. WAGES.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

—	Males. Per Week.	Females. Per Week.
	s. d.	s. d.
Under 16 years	96 6	72 3
16 years and under 17 years	106 3	79 6
17 ,, ,, 18 ,, ...	120 6	90 6
18 ,, ,, 19 ,, ...	135 0	101 3
19 ,, ,, 20 ,, ...	149 6	112 3
20 ,, ,, 21 ,, ...	173 9	130 3

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 193s. 0d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 144s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 193s. 0d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 144s. 9d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 193s. 0d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 144s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 193s. 0d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 144s. 9d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 194s. 0d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 144s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 194s. 0d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 144s. 9d. per week of 40 hours.

No. 176.—1118/50.—PRICE 3D.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	195 0	4 0	199 0
Assistant preserver	195 0	4 0	199 0
Leading hand extract maker ..	199 0	4 0	203 0
Smoke kiln attendant whilst employed solely as such ..	199 0	4 0	203 0
Sausage smoke room attendant	194 0	4 0	198 0
Retort Hand, i.e., a person who loads and unloads retorts ..	195 0	4 0	199 0
Scalder or braiser	193 0	4 0	197 0
Doughmaker	193 0	4 0	197 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such ..	193 0	4 0	197 0
Lacquer hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	193 0	4 0	197 0
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	193 0	4 0	197 0
Females engaged—			
Taking away from automatic stuffing machine ..	170 0	2 0	172 0
Running sausage skins for canning purposes ..	146 0	2 0	148 0
Stamping, or branding ..			
Labelling, keying, wiping tins, and carrying off from filling table			
Weighing filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..	..	..	144 9
Preparing for, placing in, taking away from machines and placing in trays ..			
Cutting Sausages			
All others	189 0	4 0	193 0

(b) EGG PULPING OR DRYING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Spray operator	193 0	4 0	197 0
Filter (Chalaza)	192 0	4 0	196 0
Pump operator	190 0	4 0	194 0
Furnaceman	190 0	4 0	194 0
Solderer and/or sealer .. .. (For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	189 0	4 0	193 0
Storeman packer	189 0	4 0	193 0
All others	189 0	4 0	193 0

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

	s. d.	s. d.	s. d.
Adult females engaged— as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	..	..	144 9

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

(c) ALL OTHER SECTIONS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading Hand, i.e., a person in charge of a Department or shift	196 0	4 0	200 0
Mixer	197 0	4 0	201 0
Potman	197 0	4 0	201 0
Females engaged—			
Patting, wrapping, stamping, or branding			
Labelling, wiping tins, and carrying off from filling tables			
Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	..	..	144 9
Taking away from automatic machines			
Wrapping premier jus for oleo presses			
All others	190 0	4 0	194 0

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

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