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[1950

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

(i) as a Storeman, Packer, or Sorter ;

(ii) in assisting a Storeman, Packer or Sorter ;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinsmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woolen and Cotton Trade Board
Fruit Packing Board	Printers Board (Country)	
Furniture Board (Picture Frames)		

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in May, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 344.—3916/50.—PRICE 6D.

**PART I.
WAGE RATES.**

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

2. APPRENTICES AND IMPROVERS.

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	111 3	36 0	42 6	39 3	36 0	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 182s. per week of 40 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 164s. per week of 40 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 108s. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 104s. 9d. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 136s. 6d. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 98s. 3d. per week of 40 hours.</p>
16 to 17 years of age		49 0	55 9	59 0	55 9	
17 to 18 years of age		65 6	62 3	68 9	62 3	
18 to 19 years of age		91 9	75 3	75 3	72 0	
19 to 20 years of age		141 3	114 6	85 3	88 6	
20 to 21 years of age	162 3	139 3			81 9	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	<i>s. d.</i>
Under 16 years of age	54 0
16 to 17 years of age	67 6
17 to 18 years of age	78 0
18 to 19 years of age	94 0
19 to 20 years of age	121 6
20 to 21 years of age	142 0

- (a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.
(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	<i>Wages Per Week of 40 Hours.</i>
	<i>s. d.</i>
(i) Storemen or Packers	163 0
Leading hands—as defined in clause 22 hereof—	
(I.)	168 0
(II.)	173 0
(III.)	173 0
(IV.)	183 0

- (ii) Casual hands shall be paid at the rate per hour of 5s. adjustable under clause 55 hereof.

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

Column No.	Males employed in (or on) or in connexion with—											
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Wholesale Softgoods Warehouse.	Root Factories or Wholesale Chemicals or Manufacturing Establishments.	Bread-making Establishments.	Bag (Fessian, Jute or Cotton) Stores, Tobacco, Palm, Paints, Oil, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	1	2	3	4	5	6	7	8	9	10	11	12
	WAGES PER WEEK OF—											
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly ..	180 0	171 8	168 6	167 0	164 0	166 6	177 0	166 6	168 6	176 0	164 0	168 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(i) 1, 2, 3, 4, 5, or 6 such persons ..	180 0	171 8	168 6	169 6	166 3	168 9	183 3	168 9	175 9	178 3	166 3	170 9
(ii) 7 or more such persons ..	180 0	171 8	168 6	183 6	180 9	183 6	197 9	183 6	184 9	192 3	188 9	184 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	175 0	175 0	175 0	175 0	175 0	175 0	175 0	175 0	175 0	175 0	175 0	175 0
Storeman in charge of a bulk store removed from the main place of business ..	..	..	..	..	164 0	166 6	..	166 6	168 6	176 0	164 0	168 6
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	..	167 3
Packers of metal window frames ..	..	..	..	..	..	..	..	..	..	..	..	164 0
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	..	164 0
All male adults not otherwise provided for ..	180 0	171 8	168 6	164 0	161 0	162 0	177 0	162 0	164 0	172 9	162 0	164 0

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

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the weekly rate.

(iv) Storemen or packers called upon to work in cool stores shall be paid 5s. 6³/₂₀d. per hour whilst so employed. This rate includes 1¹/₂d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

NOTE.—The rates set out in column No. 12 of 4 (b) (i) hereof apply to males employed—

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

(b) In (or on) or in connexion with—

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

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

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store) ..	160 0	166 6	157 0
Storeman and/or Packer ..	164 6	171 0	161 6

4. (d) EGG PACKING ESTABLISHMENTS.		40 Hours.	
Males.		s.	d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—			
(a) Works singly	186	6	
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—			
(i) 1 to 6 such persons	188	9	
(ii) 7 to 12 such persons	195	6	
(iii) 13 or more such persons	202	9	
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	175	0	
All male adults not otherwise provided for ..	182	0	

4. (e) OTHER FEMALES.		40 Hours.	
Females.		s.	d.
Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—			
(a) Works singly	137	3	
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—			
(i) 1, 2, 3, 4, 5 or 6 such persons ..	139	9	
(ii) 7 to 12 such persons	145	9	
(iii) 13 or more such persons	151	9	
Egg Packers, Sorters, or Testers—			
With less than eight weeks' experience ..	126	9	
With eight weeks' or more experience ..	136	6	

	Females Employed in or in Connexion with—		
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Any Other Place.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—			
(a) Works singly	101	6	101
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—			
(i) 1, 2, 3, 4, 5, or 6 such persons	108	0	108
(ii) 7 or more such persons	124	6	124
Females employed packing or sorting laundry work			108
Packers of crockery, china, or glass ware			121
All female adults not otherwise provided for ..	98	3	98

PART II.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

5. SPECIAL RATES.

- In addition to the wages prescribed in clauses 3 and 4 of this Determination the following special rates shall be paid :—
- (a) When not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt., they shall be paid 6d. per hour extra whilst so employed.
 - (b) *Confined Space*.—Employees working in a confined space as defined in clause 22 hereof, 3d. per hour extra.
 - (c) *Dirty Work*.—Employees performing dirty work as defined in clause 22 hereof, 3d. per hour extra.
 - (d) *Cumulative Rates*.—Where an employee performs work which is covered by sub-clauses (b) and (c) of this clause the rates shall be cumulative so as to provide a total rate of 6d. per hour for dirty work performed within a confined space.

6. HOURS.

- (a) Forty hours shall constitute a week's work, and they shall be worked as follows :—
Not more than eight hours per day from Monday to Friday, both inclusive, and not more than four hours on Saturday to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday, both inclusive, and between the hours of 7 a.m. and noon on Saturday.
- (b) Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.
- (c) Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

7. SHIFT WORK.

- (a) Where the industry necessitates a continuous process, three shifts of eight hours each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (b) Employees required for duty in connection with the loading of tank waggons and fully assembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts provided that such shift work extends over one calendar month, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (c) Five shifts of not more than eight hours including crib time of half an hour and one shift of not more than four hours or five shifts of not more than eight hours 48 minutes, including crib time of half an hour shall constitute a week's work.
- (d) Overtime shall be calculated in accordance with the provisions of clause 8 of this Determination.

8. OVERTIME.

- (a) For all work done on Sundays, Holidays and after 12.30 p.m. Saturdays the rates of pay shall be double time.
- (b) For all work done outside ordinary hours except as provided in sub-clause (a) hereof, the rates of pay shall be time and a half for the first three hours and double time thereafter, such double time to continue until the employee has been released from duty.
- (c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.
- (d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.
- (e) For all work done during supper, breakfast or lunch hours and thereafter until a full meal break is allowed double time shall be paid.

PART II.—continued.**Compulsory Overtime.**

(f) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

9.

MEAL HOURS.

(a) One hour on Monday to Friday, both inclusive, shall be allowed for each meal except tea, provided that should any employer and any employee agree, the meal hour may be shortened to meet the exigencies of transport or for the purpose of more effectively operating either a rostered five day working week or a five day working week.

(b) The hours for breakfast and lunch shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.

(c) Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a tea break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

(d) The interval for supper shall be between midnight and 1 a.m.

10.

MEAL ALLOWANCE.

A weekly or casual employee required to work overtime for more than one and a half hours after his usual knock off time shall either be supplied with a meal by the employer or be paid 2s. for each meal.

11.

HOLIDAYS.

(a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of—Union Picnic Day to be held on a day to be mutually agreed upon between the union and the employers or, if no agreement is reached, at a date to be fixed by the Wages Board—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day and one other holiday on the day fixed as follows:—Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day, elsewhere any day agreed by the employer and employee concerned or fixed by the Wages Board.

(b) Provided that in addition to the above mentioned holidays all gazetted public holidays upon which Railway Goods Yards are closed for the receipt of ordinary goods shall be observed as holidays.

12.

ANNUAL LEAVE.

(a) Employees shall be entitled to two weeks' leave, exclusive of any public holidays as provided in clause 11, on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed, and shall be taken within three months of such leave falling due, and payment shall not be made or accepted in lieu of annual leave.

Provided that when an employee leaves or is dismissed before the expiration of twelve months, he shall be paid one-sixth of a week's wages for each month of completed service.

(b) Each employee, before going on leave, shall be paid two weeks' wages. For the purpose of this sub-clause the two-weeks' wages shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

13.

TERMS OF ENGAGEMENT.

(a) Employees are to be engaged either as weekly or casual hands.

(b) In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient or misconducting himself may be dismissed without notice.

(c) Men engaged for stacking ox ship shall be deemed to be casual hands during the whole time they are engaged on such work.

(d) Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate or other satisfactory evidence of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Should any dispute as to satisfactory evidence of sickness occur it shall be determined by the Wages Board. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

(e) Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

(f) In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

14.

PAYMENT OF WAGES.

(a) The payment of weekly employees shall be made during working hours in each week on a day suitable to the employer. Provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

15.

DUAL CAPACITY.

(a) Where a weekly employee is put to work temporarily at a classification higher than that under which he was engaged or deemed to be working, he shall be paid as follows:—

(i) Up to four hours on any one day—the rate prescribed for such higher classification with a minimum of one hour;

(ii) Over four hours on any one day—a full day's pay at the rate prescribed for such higher classification;

(iii) Over 22 hours in any one week—a full week's pay at the rate prescribed for such higher classification.

(b) A weekly employee shall not suffer any deduction in wages during any week by reason of his having been put to work for a part of such week at a classification lower than that under which he was engaged or deemed to be working.

16.

TRAVELLING TIME.

(a) In the case of the engagement of casual labour the time during which the employee is travelling from the place of engagement to the place of employment, or waiting at the job after engagement, shall be treated as ordinary time of duty in addition to the time of actual work. Provided that such travelling time shall not exceed 30 minutes.

(b) Where circumstances arise necessitating a longer period of travelling time than 30 minutes the extra time so required shall be paid for. Should any dispute arise as to whether payment should be made such dispute shall be determined by the Wages Board.

17.

SMOKE-OPS.

Employees shall be allowed smoke-oh periods of ten minutes during each period of at least 4 hour ordinary working time. This provision shall also apply to work performed on Saturday afternoons, Sundays and holidays.

18.

FIRST AID.

In each establishment the employer shall provide a properly equipped first aid chest at a place reasonably accessible to all employees. Such a chest shall, as to its contents, comply with any Act or Regulation in force from time to time.

19.

FARES.

Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred shall be paid by the employers.

PART II.—continued.

20.

FOOTWEAR.

Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

21.

DINING ROOM.

The employer shall provide a suitable place in which the employee may change his clothing and eat his meals. In any case in which the employer objects that it is impracticable or unreasonable to make such provisions, or in which the suitability of the place is called in question, the matter shall be determined by the Wages Board.

22.

DEFINITIONS.

(a) A "Storeman and Packer" shall mean every employee engaged in the work of receiving, stacking, storing, packing, delivering or handling in any way whatsoever petroleum products, equipment or other merchandise sold, used or employed in connexion with a petroleum merchant's business.

(b) A "Leading Hand" shall be an employee who:—

- (i) has 1 or 2 employees under his supervision.
- (ii) is in charge of a store.
- (iii) is in charge of 3-9 employees.
- (iv) is in charge of 10 or more employees.

(c) "Confined Space" shall mean a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(d) A "Casual Hand" shall be one whose period of engagement is less than two weeks.

(e) "Dirty Work" shall mean handling the following substances other than in closed containers—Agrol, Sulphuric Acid, Graphite, Aluminium Stearate, and filling and handling lime sulphur; also, subject to the proviso hereinafter mentioned, other work which a foreman and a workman shall agree is of an unusually dirty or offensive nature. In cases of disagreement between a foreman and a workman, the workman or a shop steward on his behalf shall be entitled within 24 hours to ask for a decision on the workman's claim by the executive officer responsible for the management or superintendence of the plant concerned. In such a case a decision shall be given on the workman's claim within 48 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 Union alleges that an employer or his representative is unreasonable or capricious in relation to such claims he shall have the right to bring such case before the Wages Board.

Provided that the normal handling of materials used in the oil industry other than those listed above shall not be regarded as work of an unusually dirty or offensive nature.

PART III.**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.****TERMS OF ENGAGEMENT.**

23. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours' work every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(g) Where an employer is not satisfied as to the reason of an employee absenting himself from work, he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 4s. 9½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

HOURS.

25. The working hours shall not exceed 40 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

OVERTIME.

26. Overtime shall be paid to both weekly and casual employees for all work done before the usual starting time, and after the usual finishing time, at the rate of time and a half for the first three hours and double time thereafter.

Provided that after noon on Saturday casual employees shall be paid double rates, and after 12.30 p.m. on Saturday weekly employees shall be paid double rates.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

27. (i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

HOLIDAYS.

28. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

MEAL HOURS.

29. Meal hours shall be as follows:—

- Dinner: One hour between noon and 2 p.m.
- Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

MEAL HOUR RATES.

30. All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

PART III.—continued.**MEAL ALLOWANCE.**

31. Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

ANNUAL LEAVE.

32. (a) Employees shall be entitled to two weeks' leave exclusive of any public holidays as provided in clause 28 on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed and shall be taken within three months of such leave falling due and payment shall not be made or accepted in lieu of annual leave; provided that when an employee leaves or is dismissed before the expiration of twelve months' service but on or after completing six months' service he shall be paid one sixth of two weeks' wages for each completed two months' service.

(b) Each employee before going on leave shall be paid two weeks' wages. For the purpose of this sub-clause the two weeks' wages shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

CARRYING HEAVY GOODS.

33. Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9d. per hour above the ordinary rates.

PART IV.

PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS STORES, ELECTRICAL GOODS MANUFACTURERS STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

34. The conditions (other than wages rates) of employees covered by this part shall be those (if applicable) of the general body of employees in the establishment.

PART V.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

TERMS OF ENGAGEMENT.

35. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to or by a weekly employee at any time, or one week's wages may be paid or forfeited, as the case may be, in lieu thereof.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

(e) Any employee not attending for duty shall lose his pay for the actual time lost unless such employee has had not less than three months' service with the same employer, and produces or forwards within twenty-four 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 grounds of personal ill-health or accident for more than 40 hours of working time in each year. Provided that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation. For the purpose of administering this sub-clause, "year" means the period between the 1st July and the next following 30th June.

(f) Notwithstanding anything contained in sub-clause (e) hereof, if the full period of sick leave therein proscribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause, service prior to the 1st July, 1945, shall not be taken into account.

ORDINARY HOURS FOR A WEEK'S WORK.

36. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 42 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

CASUAL WORK.

37. Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ..	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest ½d., half or less than half of ½d. to be disregarded.
Elsewhere, except in potato or onion stores	Ordinary wages rate with an addition of thirty-three and one-third per centum.

HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.

38. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(a) On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(b) The ordinary hours shall be worked on five days of not more than eight hours (Monday to Friday, inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday, inclusive) of eight hours, each continuously, except for meal breaks, at the discretion of the employer.

HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.

39. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

PART V.—continued.**OVERTIME.**

40. (i) The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause 39, or
In excess of the ordinary hours for a week's work prescribed in clause 36 } Time and a half.

(b) by all other persons—

Outside the times of beginning and ending work
as prescribed in clause 38 (a), or, in excess
of the spread of the ordinary hours prescribed
in clause 38 (b) or within such spread in
excess of 40 hours in any week } Time and a half for the first three hours, and double time
thereafter. When double time becomes payable it shall
continue until the completion of the overtime work.

(ii) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

41. Double time shall be the rate for all work done on Sunday New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, and Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 42, the special rate herein provided shall operate on such day in lieu of King's Birthday, 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 days so substituted.

HOLIDAYS.

42. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday (provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment. Provided that where a Picnic Day has been fixed for the majority of the employees in any section of an establishment, storemen, packers or sorters who are employed for the majority of their time in such section shall be entitled to the same day.

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted for King's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday but in an establishment where the ordinary hours are worked in 5½ days shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.

43. Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata*, according to the number of hours worked.

ANNUAL LEAVE.**Period of Leave.**

44. (a) Except as hereinafter provided a period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Part of this Determination applies.

Annual Leave Exclusive of Public Holidays.

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 42 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work on the working day immediately preceding the first day or at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, he shall not be entitled to be paid for any such holiday.

Broken Leave.

(c) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(d) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 35 (e) shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

PART V—continued.*Calculation of Service.*

(e) Service before the 1st January, 1946, shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(f) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(g) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (k) and (l) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(h) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(i) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 42 of this Determination.

Payment for Period of Leave.

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clauses 2, 4 (b), 4 (c), and 4 (d) of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(k) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(l) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

Disputes.

(m) Any dispute arising in connexion with annual leave shall be referred to the Wages Board.

MEAL ALLOWANCE.

45. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

REST PERIOD.

46. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees (other than those employed in egg packing establishments), such time to count as time worked.

RIGHT OF ENTRY OF UNION OFFICIAL.

47. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PART V—continued.

EMPLOYER TO PROVIDE TOOLS.

48. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

PIECEWORK.

49. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.

MELBOURNE CUP DAY HOLIDAY.

50. Employees shall be either permitted to be absent from duty without deduction of pay from noon on Melbourne Cup Day, or paid at the rate of double time for all work done after noon on that day.

RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.

51. The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

REST PERIODS.

52. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL ALLOWANCES.

53. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

SICK LEAVE.

54. Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed in clause 35 of this Determination.

PART VI.

WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.

PERIODICAL ADJUSTMENT OF WAGES.

55. (a) The wages rates for adult males set out in clauses 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the basic wages set out in Table A, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates in the said clauses 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d), shall be automatically adjusted by the same amounts and at the same time as such basic wages as prescribed by clause 56.

(b) The wages of juniors in clause 3 shall be adjusted in proportion to the adjustment of the said basic wage for the index number set assigned for Melbourne. Such adjustment shall be to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

(c) The wages of apprentices and improvers as set out in clause 2, and females as set out in clause 4 (e) shall be adjusted in accordance with the percentages of the needs basic wage as set out in Table B hereof.

(d) The wages rates prescribed for females in clause 4 (d) shall be adjusted as set out in Table C hereof. Such adjustment shall be to the nearest 3d., half or less than half of 3d. in any result to be disregarded.

TABLE A.
Basic Wages.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State—		
(a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	6 11 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores ..	6 10 0	Melbourne, Adelaide, and Hobart (weighted average)

TABLE B.
ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.
APPRENTICES AND IMPROVERS.

	Males.		Females.		
	Breadmaking Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.
	%	%	%	%	%
Under 16 years of age ..	85	27½	32½	30	27½
16 to 17 years of age ..		37½	37½	40	37½
17 to 18 years of age ..		50	42½	45	42½
18 to 19 years of age ..		70	47½	52½	47½
19 to 20 years of age ..		87½	57½	57½	55
20 to 21 years of age ..	100, plus 10s. 3d.	100, plus 8s. 3d.	65	67½	62½
	100, plus 31s. 3d.				

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

TABLE B—(continued).

FEMALES (OTHER THAN APPRENTICES AND IMPROVERS AND ADULT FEMALES IN EGG PACKING ESTABLISHMENTS).

	Females Employed in or in Connexion with—		
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Chippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Any Other Place
	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—			
(a) Works singly	77½	87½	77½
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—			
(i) 1, 2, 3, 4, 5, or 6 such persons	82½	92½	82½
(ii) 7 or more such persons	95	100, plus 1s. 9d.	95
Females employed packing or sorting laundry work			82½
Packers of crockery, china or glass ware			92½
All female adults not otherwise provided for	75	80	75

TABLE C.

ADULT FEMALES IN EGG PACKING ESTABLISHMENTS.

Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(a) Works singly	The rate prescribed for Egg Packers, Sorters or Testers with eight weeks' or more experience .. plus 9d.
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons	" " " " " " " " .. plus 3s 3d.
(ii) 7 to 12 such persons	" " " " " " " " .. plus 9s. 3d.
(iii) 13 or more such persons	" " " " " " " " .. plus 15s. 3d.
Egg Packers, Sorters, or Testers—	
With less than eight weeks' experience	75 " " " " " " " " .. less 9s. 9d.
With eight weeks' or more experience	75 per cent of the rate prescribed for " All male adults not otherwise provided for ".

ADJUSTMENT OF BASIC WAGE.

56. (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 August, 1950, the amounts of the basic wages shall be as prescribed in clause 55.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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 numbers 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 .6 or more the basic wage shall be taken to the next higher shilling.

57. The hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time and at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 18th April, 1950.



VICTORIA
GOVERNMENT GAZETTE.

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No. 345]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 25 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	8 2 0	8 8 6	7 19 0
Assembler (assistant)	7 17 0	8 3 6	7 14 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	8 2 0	8 8 6	7 19 0
Belt repairer	8 0 0	8 6 6	7 17 0
Blacksmith's striker	8 0 0	8 6 6	7 17 0
Blacksmith's striker on double fires and other assistant	8 2 0	8 8 6	7 19 0
Block and tackle hand	8 2 0	8 8 6	7 19 0
Boiler (inside) chipper and cleaner	8 6 0	8 12 6	8 3 0
Cold saw operator	8 2 0	8 8 6	7 19 0
Die caster	8 5 0	8 11 6	8 2 0
Dogman	8 2 0	8 8 6	7 19 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
*Dresser and grinder using portable machine	8 4 0	8 10 6	8 1 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	8 0 0	8 6 6	7 17 0
(b) other	8 10 0	8 16 6	8 7 0
*Dresser and grinder (other)	8 2 0	8 8 6	7 19 0
*Emery wheel attendant	8 2 0	8 8 6	7 19 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	8 0 0	8 6 6	7 17 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	8 4 0	8 10 6	8 1 0
Forger's assistant	8 2 0	8 8 6	7 19 0
Friction saw operator	8 0 0	8 6 6	7 17 0
Furnaceman—forge	9 4 6	9 11 0	9 1 6
Furnaceman's assistant—forge	8 2 0	8 8 6	7 19 0
*Furnaceman—electric	8 11 0	8 17 6	8 8 0
*Furnaceman—other (excepting cupola furnaceman)	8 6 0	8 12 6	8 3 0
*Furnaceman's assistant	8 0 0	8 6 6	7 17 0
*Grinding machine or emery wheel operator	8 2 0	8 8 6	7 19 0
Hammer driver	8 2 0	8 8 6	7 19 0
Lagger	8 0 0	8 6 6	7 17 0
Machinist—3rd class (as defined)	8 5 0	8 11 6	8 2 0
Overhead oiler	8 0 0	8 6 6	7 17 0
Painter of ironwork, using spray	8 1 0	8 7 6	7 18 0
Painter of ironwork (other than ship painter) using brush	8 0 0	8 6 6	7 17 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	8 2 0	8 8 6	7 19 0
On bending and cutting machines (assistant)	7 19 0	8 5 6	7 16 0
On steel fabric machines	8 2 0	8 8 6	7 19 0
On steel fabric machines (assistant)	7 17 0	8 3 6	7 14 0
Person working with hammer 14 lb. weight or over—			
On repair work	8 10 3	8 16 9	8 7 3
On other work	8 2 3	8 8 9	7 19 3
Pickler	8 0 0	8 6 6	7 17 0
Piler	8 2 0	8 8 6	7 19 0
Process worker	7 19 0	8 5 6	7 16 0
Rigger and/or splicer	8 6 0	8 12 6	8 3 0
Tar dipper	8 0 0	8 6 6	7 17 0
Other employees with not less than three months' experience in the metal trades industry	7 6 0	7 12 6	7 3 0
Employee not elsewhere classified	7 0 0	7 6 6	6 17 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	8 15 0	9 1 6	8 12 0
Roller	8 8 0	8 14 6	8 5 0
Extrusion press operator	8 7 0	8 13 6	8 4 0
Melter of lead alloys	8 0 0	8 6 6	7 17 0
Lead wool machinist	7 19 0	8 5 6	7 16 0
Molten metal feeder and/or mixer for shot	7 19 0	8 5 6	7 16 0
Roller's assistant	8 0 0	8 6 6	7 17 0
Pipe trap machine operator's assistant	8 0 0	8 6 6	7 17 0
Extrusion press operator's assistant	7 19 0	8 5 6	7 16 0
Other employees with not less than three months' experience in the metal trades industry	7 6 0	7 12 6	7 3 0
All others	7 0 0	7 6 6	6 17 0

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

Leading Hands.

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

Ship Repairing.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 2s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under three months' experience	65	3 0	..	6 0	4 14 0	4 18 6	4 12 0
All others	75	3 0	..	7 0	5 8 0	5 13 0	5 6 0
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	..	3 6	2 17 0	2 19 6	2 15 6
18 years of age ..	47½	1 3	..	4 0	3 7 6	3 10 6	3 6 0
19 years of age ..	55	1 6	..	4 6	3 18 0	4 1 6	3 16 6
20 years of age ..	62½	2 0	..	5 0	4 9 0	4 13 0	4 7 0
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	..	2 0	1 15 0	1 17 0	1 14 6
16 years of age ..	35	0 9	..	3 0	2 9 6	2 12 0	2 8 6
17 years of age ..	47½	1 0	..	4 0	3 7 0	3 10 6	3 6 0
18 years of age ..	60	1 0	..	5 0	4 4 6	4 8 6	4 3 0
19 years of age ..	75	2 0	..	6 0	5 6 0	5 11 0	5 4 0
20 years of age ..	90	2 0	..	7 0	6 7 0	6 12 6	6 4 0
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	1 0	2 0	1 16 0	1 18 0	1 15 6
16 years of age ..	33	0 9	1 9	2 6	2 8 0	2 10 6	2 7 0
17 years of age ..	60	1 0	3 0	5 0	4 7 6	4 11 6	4 6 0
18 years of age ..	75	2 0	4 0	6 0	5 10 0	5 15 0	5 8 0
19 years of age and over	90	2 6	4 6	7 0	6 12 0	6 17 6	6 9 0

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

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s. The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

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

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

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

(d) Junior employees shall not be employed:—

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

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

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VICTORIA GOVERNMENT GAZETTE.

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No. 346]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD.

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

2.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere in- cluded.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambold, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	8 14 0	9 0 0	9 0 6	8 11 0
First-class, with condenser	9 0 6	9 6 6	9 7 0	8 17 6
Second-class	8 9 0	8 15 0	8 15 6	8 6 0
Second-class, with condenser	8 14 0	9 0 0	9 0 6	8 11 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	8 14 0	9 0 0	9 0 6	8 11 0
Under fifty brake horse-power	8 9 0	8 15 0	8 15 6	8 6 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	8 14 0	9 0 0	9 0 6	8 11 0
On motors 100-horse power to 250-horse power inclusive	8 6 0	8 12 0	8 12 6	8 3 0
On motors under 100-horse power	8 0 0	8 6 0	8 6 6	7 17 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
<i>Note.</i> —Horse power shall be that shown on the maker's name plate.				

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

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	8 17 0	9 3 0	9 3 6	8 14 0
Grader, single unit over 40-brake horse power	9 13 0	9 19 0	9 19 6	9 10 0
Grader, single unit 40-brake horse power and under	9 3 0	9 9 0	9 9 6	9 0 0
Concrete paver, single drum	8 12 0	8 18 0	8 18 6	8 9 0
H.—FIREMEN.				
Fireman	8 4 0	8 10 0	8 10 6	8 1 0
Fireman—first-class	8 9 0	8 15 0	8 15 6	8 6 0
Leading fireman—first class	8 16 0	9 2 0	9 2 6	8 13 0
Leading fireman—second-class	8 13 0	8 19 0	8 19 6	8 10 0
Locomotive fireman	8 7 0	8 13 0	8 13 6	8 4 0
I.—GREASERS.				
Greaser or oiler	8 0 0	8 6 0	8 6 6	7 17 0
Greaser or oiler—first-class	8 9 0	8 15 0	8 15 6	8 6 0
Trimmer	7 16 0	8 2 0	8 2 6	7 13 0
Fuelman	7 16 0	8 2 0	8 2 6	7 13 0
Engine cleaner	7 16 0	8 2 0	8 2 6	7 13 0
Boiler cleaner	7 16 0	8 2 0	8 2 6	7 13 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	8 16 0	9 2 0	9 2 6	8 13 0
All others	6 17 0	7 3 0	7 3 6	6 14 0

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

3.

Additional Rates.

	Per Week.
(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—	
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

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

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

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz. :—	15 0
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JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

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

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

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

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



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No. 347]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 30 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

Wages per Week of 40 hours.

Admts.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File chisel whetter	8 15 0	9 1 6	8 12 0
File inspector—First class	8 10 0	8 16 6	8 7 0
File inspector (other)—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 4 0	8 10 6	8 1 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 10 0	8 16 6	8 7 0
File cutter—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 10 0	8 16 6	8 7 0
Hand hammer file forger—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 10 0	8 16 6	8 7 0
File tang roller—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 10 0	8 16 6	8 7 0
File compound controller	8 8 6	8 15 0	8 5 6
File edge grinder—			
(a) First three months' experience as such	8 2 0	8 8 6	7 19 0
(b) Thereafter	8 8 0	8 14 6	8 5 0
File side grinder—			
(a) First three months' experience as such	8 2 0	8 8 6	7 19 0
(b) Thereafter	8 8 0	8 14 6	8 5 0
File hardener—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 8 0	8 14 6	8 5 0
File point roller—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 8 0	8 14 6	8 5 0
File bar clipper—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
File roll flattener—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 5 0	8 11 6	8 2 0

Wages per Week of 40 hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
File brander	£ s. d.	£ s. d.	£ s. d.
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
Half round or round file grinder—			
(a) First three months' experience as such	8 2 0	8 8 6	7 19 0
(b) Thereafter	8 4 0	8 10 6	8 1 0
File tang and point trimmer—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 2 0	8 8 6	7 19 0
File miller—			
(a) First three months' experience as such	7 19 0	8 5 6	7 16 0
(b) Thereafter	8 4 0	8 10 6	8 1 0
File acider	8 4 0	8 10 6	8 1 0
File sand blaster	8 2 6	8 9 0	7 19 6
Semi-automatic hammer file forger	8 2 0	8 8 6	7 19 0
File straightener (hand)	8 2 0	8 8 6	7 19 0
File grinder (other)	8 2 0	8 8 6	7 19 0
File edge setter (machine or hand)	8 2 0	8 8 6	7 19 0
File stripper (machine or hand)	8 2 0	8 8 6	7 19 0
File chisel grinder	8 2 0	8 8 6	7 19 0
File cropper	8 2 0	8 8 6	7 19 0
File point grinder	8 2 0	8 8 6	7 19 0
File safe edger	8 2 0	8 8 6	7 19 0
File tang bluer	8 2 0	8 8 6	7 19 0
File anneal loader	8 0 0	8 6 6	7 17 0
File straightener (machine)	7 19 0	8 5 6	7 16 0
File counter	7 19 0	8 5 6	7 16 0
File drier	7 19 0	8 5 6	7 16 0
File oiler	7 19 0	8 5 6	7 16 0
File pasteur	7 19 0	8 5 6	7 16 0
File ringer	7 19 0	8 5 6	7 16 0
Other employees with not less than three months' experience in this industry	7 6 0	7 12 6	7 3 0
All others	7 0 0	7 6 6	6 17 0

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

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

LEADING HANDS.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	6 0	4 14 0	4 18 6	4 12 0
All others	75	3 0	7 0	5 8 0	5 13 0	5 6 0
<i>II.—Junior Females.</i>						
17 years of age and under	40	1 0	3 6	2 17 0	2 19 6	2 15 6
18 years of age	47½	1 3	4 0	3 7 6	3 10 6	3 6 0
19 years of age	55	1 6	4 6	3 18 0	4 1 6	3 16 6
20 years of age	62½	2 0	5 0	4 9 0	4 13 0	4 7 0
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	2 0	1 15 0	1 17 0	1 14 6
16 years of age	35	0 9	3 0	2 9 6	2 12 0	2 8 6
17 years of age	47½	1 0	4 0	3 7 0	3 10 6	3 6 0
18 years of age	60	1 0	5 0	4 4 6	4 8 6	4 3 0
19 years of age	75	2 0	6 0	5 6 0	5 11 0	5 4 0
20 years of age	90	2 0	7 0	6 7 0	6 12 6	6 4 0

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed :—

if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles.

using electric arc or oxy acetylene blow pipe.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 348]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 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 ..	57 6	Under 16 years of age ..	34 0	2 3	2 9	39 0
16 years of age and under 17 years of age ..	64 6	16 to 17 years of age ..	35 9	2 6	2 9	41 0
17 years of age and under 18 years of age ..	76 9	17 to 18 years of age ..	44 0	3 0	3 6	50 6
18 years of age and under 19 years of age ..	91 0	18 to 19 years of age ..	48 6	3 3	4 0	55 9
19 years of age and under 20 years of age ..	105 6	19 to 20 years of age ..	56 3	3 9	4 6	64 6
20 years of age and under 21 years of age ..	126 0	20 to 21 years of age ..	64 0	4 3	5 3	73 6

PROPORTION (within any Factory or Place.)

Apprentices.

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

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

Candle Section.

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

Improvers.

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

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

Candle or Soap and Soda Sections.

- 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

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.

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
engaged in the manufacture of grocers' sundries—		
and/or millers	9 1 6	8 18 6
blenders	8 16 6	8 13 6
and/or grinding and who mix or blend coffee or chicory	8 16 6	8 13 6
millers	8 14 0	8 11 0
essence makers	8 14 0	8 11 0
goods carriers and/or stackers	8 14 0	8 11 0
in charge and working at loading, unloading and despatching by-products and/or grinding, who do not mix or blend coffee or chicory	8 14 0	8 11 0
of other commodities than coffee or chicory	8 11 0	8 8 0
while engaged working at or taking off spices, cinnamon, chillies, pepper, curry powder, or ginger (This rate includes a 6s. disability allowance)	8 11 0	8 8 0
or blenders	8 11 0	8 8 0
and/or bleachers	8 6 6	8 3 6
engaged drawing off finished products and/or by-products in cereal mills	8 4 0	8 1 0
at oat cleaning and/or grading	8 4 0	8 1 0
assisting in filling and lidding tins or containers of pepper, cayenne, curry or red ochre—6d. per hour additional hands—10s. per week additional		
male adults	7 19 0	7 16 0
adults	4 5 0	4 3 3
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
engaged in the manufacture and preparation for sale of starch, starch products and/or millers	9 1 6	8 18 6
millers	8 14 0	8 11 0
in charge of and actually working at rice starch macerator and/or centrifugals	8 14 0	8 11 0
briquetting and/or pumping operations	8 14 0	8 11 0
in charge of and actually working at starch draining boxes and/or cornflour	8 14 0	8 11 0
engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	8 7 0	8 4 0
assisting the person in charge of starch draining boxes and/or cornflour runs	8 6 6	8 3 6
operators working at rice starch macerator and/or centrifugals and/or	8 4 0	8 1 0
and/or pumping operations	8 4 0	8 1 0
grinding starch and/or cornflour	8 4 0	8 1 0
hands	8 4 0	8 1 0
and/or cornflour shovellers	8 4 0	8 1 0
hand—10s. per week additional		
other male adults	7 19 0	7 16 0
female adults	4 5 0	4 3 3
<i>Division 3.—Rice.</i>		
engaged in the manufacture and preparation for sale of rice and rice products—		
and/or millers	9 1 6	8 18 6
millers	8 14 0	8 11 0
engaged drawing off broken rice, bran, straw, and/or rice	8 4 0	8 1 0
engaged taking off and/or sewing and/or stacking rice	8 4 0	8 1 0
meal rammers	8 4 0	8 1 0
hull packers	8 4 0	8 1 0
male adults	7 19 0	7 16 0
adults	4 5 0	4 3 3

OTHER EMPLOYEES—continued.

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

OTHER EMPLOYEES—continued.

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

OTHER EMPLOYEES—continued.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 349]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

JEWELLERS BOARD

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 33 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	£	s.	d.
Precious gem mounter	10	2	0
Setter of precious gems	10	2	0
Mounter—1st Class	9	9	0
Mounter—2nd Class	8	14	0
Drop hammer operator who sets dies and makes force	9	4	6
Drop hammer operator, other	8	1	0
Setter	8	19	6
Melter and alloyer	8	19	6
Lapper	8	19	6
Polisher	8	7	0
Assembler and solderer	8	7	0
Solderer, other	8	1	0
Die setter	8	3	0
Engine turner	7	19	0
Press operator	7	19	0
Process worker (as defined)	7	19	0
Carder	7	10	0
Finner up	7	10	0
Other employees with not less than three months' experience in this industry	7	6	0
All others	7	0	0

LEADING HANDS.

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

APPRENTICESHIP.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(b) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Proportion.

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

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

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	£ s. d.
Four and five-year terms—		s. d.	s. d.	
1st year	29	0 0	0 9	1 18 6
2nd year	40	1 0	1 0	2 14 6
3rd year	53	1 6	1 6	3 12 6
4th year	84	2 0	2 3	5 14 6
5th year	100	2 0	3 0	7 3 0
	plus 7s.			
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	33	0 0	0 9	2 4 0
2nd year	53	1 0	1 6	3 12 0
3rd year	84	2 0	2 3	5 14 6
4th year	100	2 0	3 0	7 3 0
	plus 7s.			

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

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

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;
- (ii) if under 18 years of age—
die setting on power presses.

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





VICTORIA GOVERNMENT GAZETTE.

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No. 350]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 26 of the 13th January, 1950, shall be replaced by the following clauses:—

2.		WAGES PER WEEK OF 40 HOURS.		s. d.	
Nail or tack tool maker	174 0
Nail or tack machinist	165 0
Assistant to nail or tack machinist	160 0
Roofing nail heading machinist	165 0
Barbed wire tool maker or machinist	165 0
Assistant to barbed wire machinist	160 0
Clipper or tier-up on concertina barbed wire	159 0
Rumbler	159 0
Galvanizer	170 0
Pickler—Head, or where only one pickler is employed	164 0
Assistant pickler	158 0
Assistant working over metal pot	164 0
Swinger	156 0
Wire-drawing plate setter	163 0
Wire-drawing block operator	159 0
Tack Inspector	159 0
Storeman, packer, or sorter	164 6
Other employees with not less than three months' experience in the metal trades industry	146 0
All others	140 0

Leading Hands.

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

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(c) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

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

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

(g) Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	29	..	0 9	38 6
2nd year	40	1 0	1 0	54 6
3rd year	53	1 6	1 6	72 6
4th year	84	2 0	2 3	114 6
5th year	100	2 0	3 0	143 0
	plus 7s.			
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>				
1st year	33	..	0 9	44 0
2nd year	53	1 0	1 6	72 0
3rd year	84	2 0	2 3	114 6
4th year	100	2 0	3 0	143 0
	plus 7s.			

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
<i>I.—Adult Females.</i>				
Under three months' experience	65	s. d. 3 0	s. d. 6 0	s. d. 94 0
All others	75	3 0	7 0	108 0
<i>II.—Junior Females.</i>				
17 years of age and under	40	1 0	3 6	57 0
18 years of age	47½	1 3	4 0	67 6
19 years of age	55	1 6	4 6	78 0
20 years of age	62½	2 0	5 0	89 0
<i>III.—Improvers and Junior Males.</i>				
Under 16 years of age	25	0 6	2 0	35 0
16 years of age	35	0 9	3 0	49 6
17 years of age	47½	1 0	4 0	67 0
18 years of age	60	1 0	5 0	84 6
19 years of age	75	2 0	6 0	106 0
20 years of age	90	2 0	7 0	127 0

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

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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



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THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 1 and 18 of Part I. and clauses 1, 2, and 23 of Part II. of the Determination published in *Government Gazette* No. 1115 of the 13th December, 1949, shall be replaced by the following clauses:—

PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1. APPRENTICES OR IMPROVERS. Wages per Week of 40 Hours.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	54 0	0 9	54 9	52 6	0 9	53 3
16 years of age	73 0	1 0	74 0	56 0	0 9	56 9
17 years of age	88 0	1 3	89 3	62 6	0 9	63 3
18 years of age	114 6	1 6	116 0	68 6	1 0	69 6
19 years of age	152 0	2 0	154 0	84 0	1 3	85 3
20 years of age	158 6	2 3	160 9	95 6	1 3	96 9

PROPORTION.

MALES.

Apprentices.
One male apprentice to every three or fraction of three male workers receiving not less than 195s. 6d. per week of 40 hours.

Improvers.
One male improver to every four or fraction of four male workers receiving not less than 195s. 6d. per week of 40 hours.

FEMALES.

Apprentices.
One female apprentice to every three or fraction of three female workers receiving not less than 112s. 6d. per week of 40 hours.

Improvers.
One female improver to every four or fraction of four female workers receiving not less than 112s. 6d. per week of 40 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	198 0	3 0	201 0
Grader who grades for the export trade	203 6	3 0	206 6
Females employed filling cartons with boned meat	111 0	1 6	112 6
All others	192 6	3 0	195 6

PIECE-WORK PRICES.

18. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

		Within the hours fixed in clause 2.		Outside the hours fixed in clause 2.
Skinning rabbits (heads off)	.. .. .	2s. 6d. per 100	} plus 88 per cent.	3s. 9d. per 100
Skinning rabbits (heads on)	.. .. .	3s. 3d. per 100		4s. 7½d. per 100
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	.. .. .	1d. per lb.	} plus 100 per cent.	
Skinning hares	.. .. .	9s. 3d. per 100		

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1. APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	47 6	0 9	48 3	38 0	0 9	38 9
16 years of age	62 0	1 0	63 0	47 6	0 9	48 3
17 years of age	82 0	1 3	83 3	57 0	1 0	58 0
18 years of age	101 6	1 9	103 3	73 0	1 3	74 3
19 years of age	115 0	2 0	117 0	79 6	1 3	80 9
20 years of age	138 6	2 3	140 9	87 0	1 6	88 6

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 17s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 17s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 13s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 13s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	197 6	3 0	200 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	151 6	2 0	153 6
Foreman having the supervision of four or more workers	188 6	3 0	191 6
Shop hands (males) or salesmen	175 6	3 0	178 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	178 6	3 0	181 6
Wet chain pluckers	186 0	3 0	189 0
Labourers assisting—			
(a) Wholesale fish salesmen	183 6	3 0	186 6
(b) Wholesale poultry salesmen	173 6	3 0	176 6
Persons employed grading and/or placing plucked poultry in boxes	178 6	3 0	181 6
Females employed—			
(a) As shop hands	135 0	1 9	136 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	137 6	1 9	139 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	130 0	1 9	131 9
All others	168 6	3 0	171 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

PIECE-WORK PRICES.

23. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—
 (a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	<i>s. d.</i>	
(i) Roughing fowls by hand	0 3½	per pair
Roughing fowls by machine	0 3	per pair
Stumping fowls the same day as they are roughed by hand	0 3½	per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4	per pair
Stumping fowls which have been roughed by a machine	0 4	per pair
Plucking fowls	0 7	per pair
Plucking ducks, where wings are not plucked right out	0 7½	per pair
Plucking ducks, where wings are required to be plucked right out	0 11½	per pair
Plucking Muscovy drakes (redheads)	1 3	per pair
Plucking turkey hens	0 8½	per pair
Plucking turkey cocks	1 1	per pair
Plucking geese	1 1	per pair
Plucking teal	0 4	per pair
Plucking black duck	0 5	per pair
Plucking blue wing	0 4	per pair
Plucking mountain duck	0 5	per pair
Plucking pigeons and small birds	0 3	per pair
Plucking quail	0 3	per pair
Plucking pheasants	0 7	per pair
Drawing and trussing fowls or ducks	0 3	per pair extra
Drawing and trussing geese	0 6	per pair extra
Drawing and trussing turkeys	0 9	per pair extra
(ii) *Blooding cuts	0 9	per large box
*Splitting cuts	1 0	per large box
*Scaling and cleaning salmon	1 6	per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2 6	per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0	per large box
*Cleaning whiting	0 3	per dozen
*Filleting whiting	0 6	per dozen
*Cleaning flounders	0 3	per dozen
Trimming shark	0 6	per box
Skimming and trimming shark	2 0	per box

Plus 103 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 23, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2, of the said Determination shall remain in force.

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THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5, and 6 of the Determination published in *Government Gazette* No. 45 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

	Wages per Week of 40 hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrambbool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
(a) <i>Assembly, Fitting and Process Working.</i>		
Assembler	8 1 0	7 18 0
Assembler after two years' experience	8 5 0	8 2 0
Carpenter on agricultural implement making (including tool allowance)	8 17 0	8 14 0
Dismantler	8 0 0	7 17 0
Implement and/or comb fitter	8 9 0	8 6 0
Implement and/or comb fitter after two years' experience	8 14 0	8 11 0
Pattern fitter and finisher	8 14 0	8 11 0
Pattern fitter and finisher required to do machining	9 9 0	9 6 0
Plough fitter	8 7 0	8 4 0
Process worker	7 19 0	7 16 0
Wheel rimmer	8 9 0	8 6 0
Windmill erector	8 9 0	8 6 0
Windmill maker other than fitter	8 8 0	8 5 0

	Wages per Week of 40 hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
<i>(b) Blacksmithing, &c.</i>		
Blacksmith's striker	8 0 0	7 17 0
Blacksmith's striker on double fires	8 2 0	7 19 0
Bulldozer operator	8 6 0	8 3 0
Hammer driver	8 2 0	7 19 0
Heater	8 0 0	7 17 0
Implement smith of five years' experience able to do all classes of implement work	8 17 0	8 14 0
Other smith (including iron bender)	8 14 0	8 11 0
<i>(c) Dressing, Grinding, and Pickling.</i>		
Chipper	8 0 0	7 17 0
Dresser and fettler	8 2 0	7 19 0
Emery-wheel attendant	8 2 0	7 19 0
Grinder	8 2 0	7 19 0
Grinder using portable machine	8 4 0	8 1 0
Pickler	7 17 0	7 14 0
Shot and sand blast dresser	8 4 0	8 1 0
<i>(d) Furnacemen.</i>		
Cupola	8 9 0	8 6 0
Electric	8 8 0	8 5 0
All other furnaces (not including small rivet or bolt heating)	8 6 0	8 3 0
Small rivet or bolt heating	8 2 0	7 19 0
Assistant	8 0 0	7 17 0
<i>(e) Foundry.</i>		
Jobbing moulder and/or coremaker	9 9 0	9 6 0
Loose pattern moulder	8 19 0	8 16 0
Plate and machine moulder and/or coremaker	8 11 0	8 8 0
Cupola furnaceman	8 14 0	8 11 0
Electric furnaceman	8 13 0	8 10 0
All other furnacemen	8 11 0	8 8 0
Assistant furnacemen	8 5 0	8 2 0
Dressers and fettlers	8 7 0	8 4 0
Grinders	8 7 0	8 4 0
Grinders using portable machine	8 9 0	8 6 0
Shot and sand blast dressers	8 9 0	8 6 0
<i>(f) Inspection, &c.</i>		
Checker	8 2 0	7 19 0
Inspector	8 2 0	7 19 0
<i>(g) Machinists.</i>		
1st class	9 9 0	9 6 0
2nd class	8 14 0	8 11 0
3rd class	8 5 0	8 2 0
Driller	8 2 0	7 19 0
Process worker	7 19 0	7 16 0
<i>(h) Painting, &c.</i>		
Dipper	7 17 0	7 14 0
Painter (brush hand)	8 0 0	7 17 0
Paint mixer	7 17 0	7 14 0
Spray painter	8 1 0	7 18 0
Writer and liner	8 9 0	8 6 0
<i>(i) Sheet Metal.</i>		
Sheet Metal Workers—1st class	9 9 0	9 6 0
Sheet Metal Workers—2nd class	8 14 0	8 11 0
<i>(j) Stores.</i>		
Attendant at casting stores	7 17 0	7 14 0
Storeman and/or packer	8 0 0	7 17 0
<i>(k) Welders.</i>		
1st class	9 13 6	9 10 6
2nd class	8 5 0	8 2 0
3rd class	8 1 0	7 18 0
Tack welder	8 3 0	8 0 0
<i>(l) Wire Workers.</i>		
Wire drawer	8 0 0	7 17 0
Wire weaver	8 0 0	7 17 0

	Wages per Week of 40 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION II.—ELECTRICAL.		
Electrical mechanic	9 9 0	9 6 0
Shift electrician	9 9 0	9 6 0
Tradesman, electrical fitter	9 9 0	9 6 0
Tradesman's and electrical mechanic's assistant	8 0 0	7 17 0
DIVISION III.—ENGINEERING.		
Electrical fitter	9 9 0	9 6 0
Machinist—1st class	9 9 0	9 6 0
Machinist—2nd class	8 14 0	8 11 0
Machinist—3rd class	8 5 0	8 2 0
Motor mechanic	9 9 0	9 6 0
Patternmaker	10 2 0	9 19 0
Toolmaker	10 2 0	9 19 0
Tradesman	9 9 0	9 6 0
Tradesman the greater part of whose time is occupied in marking off	9 13 6	9 10 6
Tradesman, wet stone grinder and glazier	9 9 0	9 6 0
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmith	9 10 6	9 7 6
Forger and/or faggoter	10 7 6	10 4 6
Forgeman's assistant	8 2 0	7 19 0
Other smith	9 10 6	9 7 6
Toolsmith	9 13 6	9 10 6
DIVISION V.—WOOD MILL.		
Band sawyer	8 6 0	8 3 0
Bending machinist	8 3 0	8 0 0
Boring and drilling machinist	7 19 0	7 16 0
Buzzer machinist (only operating or feeding machines)	7 15 0	7 12 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	8 9 0	8 6 0
Casemaker	8 5 0	8 2 0
Casemaking sawyer	7 16 0	7 13 0
Circular sawyer	8 6 0	8 3 0
Crosscut sawyer	7 19 0	7 16 0
Morticing machinist	7 19 0	7 16 0
Moulding machinist (where the machinists set up their machines only)	8 7 0	8 4 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	8 16 0	8 13 0
Pulling out machinist	7 18 0	7 15 0
Sanding machinist	8 3 0	8 0 0
Saw doctor	9 15 0	9 12 0
Shaper machinist	9 1 6	8 18 6
Stacker	7 18 0	7 15 0
Tenoning machinist (only operating or feeding machines)	7 17 0	7 14 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	8 13 0	8 10 0
Thickneser machinist	8 2 0	7 19 0
Turner	9 1 6	8 18 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	8 8 0	8 5 0
Carpenter (other than agricultural implement making)	9 9 0	9 6 0
Currier	8 18 0	8 15 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	7 6 0	7 3 0
Employee not elsewhere classified	7 0 0	6 17 0

APPRENTICESHIP.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision:—

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

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

Wages per Week of 40 Hours.

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

	Percentage of Needs Basic Wage.	Loading (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		Per Week.	Per Week.	s. d.	s. d.
Four and five-year terms—		s. d.	s. d.	s. d.	s. d.
1st year	29	0 0	0 9	38 6	38 0
2nd year	40	1 0	1 0	54 6	53 0
3rd year	53	1 6	1 6	72 6	71 0
4th year	84	2 0	2 3	114 6	112 0
5th year	100	2 0	3 0	143 0	140 0
	plus 7s.				
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year	33	0 0	0 9	44 0	43 0
2nd year	53	1 0	1 6	72 0	70 6
3rd year	84	2 0	2 3	114 6	112 0
4th year	100	2 0	3 0	143 0	140 0
	plus 7s.				

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

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

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

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

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

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

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

(x) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of 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.

(xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

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

UNAPPRENTICED MALE JUNIORS AND FEMALES.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Loading (Constant).	Additional Amount.	War Loading.	Total Wage Payable.	
					Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool and within Blidura and Gippsland Districts.	All other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>	Per Week. <i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>I.—Adult Females.</i>						
Under three months' experience	85	3 0	6 0	..	94 0	92 0
All others	75	3 0	7 0	..	108 0	106 0
<i>II.—Junior Females.</i>						
17 years of age and under	40	1 0	3 6	..	57 0	55 6
18 years of age	47½	1 3	4 0	..	67 6	66 0
19 years of age	55	1 6	4 6	..	78 0	76 6
20 years of age	62½	2 0	5 0	..	89 0	87 0
<i>III.—Male Juniors.</i>						
Under 16 years of age	25	0 6	2 0	..	35 0	34 6
16 years of age	35	0 9	3 0	..	49 6	48 6
17 years of age	47½	1 0	4 0	..	67 0	66 0
18 years of age	60	1 0	5 0	..	84 6	83 0
19 years of age	75	2 0	6 0	..	106 0	104 0
20 years of age	90	2 0	7 0	..	127 0	124 0
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	25	0 6	2 0	1 0	36 0	35 6
16 years of age	33	0 9	2 6	1 9	48 0	47 0
17 years of age	60	1 0	5 0	3 0	87 6	86 0
18 years of age	75	2 0	6 0	4 0	110 0	108 0
19 years of age and over	90	2 6	7 0	4 6	132 0	129 0

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

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

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

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



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GOVERNMENT GAZETTE.

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No. 353]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY H. BEERS,
Secretary for Labour.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 10 of the 9th January, 1950, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
Under 16 years of age	44 0	37 3	
16 years of age	57 9	44 0	
17 " "	71 6	51 0	
18 " "	92 0	64 9	
19 " "	105 9	71 6	
20 " "	119 6	78 3	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 150s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 150s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 107s. 9d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 107s. 9d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 107s. 9d. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 107s. 9d. per week of 40 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3. ADULT MALES (OTHER THAN CABLE MAKING).

	Wages per Week of 40 Hours.		
	£	s.	d.
1. Employee engaged on any operation other than those set out herunder	7	10	0
2. Sifter and/or drier of compounding ingredients	7	12	0
3. Operator in charge of drying machine	7	14	0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	7	17	0
5. Storeman and packer as defined herein not working in raw materials store	7	14	0
5A. Storeman and packer as defined herein working in raw materials store	7	16	0
6. Wrapper of goods made by wrapped process	7	12	0
7. Operator in charge of lead-covered hose stripping machine	7	14	0
8. Operator in charge of hose-making machine (wrapped process)	7	16	0
9. Helper on hose-making machine (wrapped process)	7	14	0
10. Lead-covering machine helper	7	14	0
11. Operator in charge of lead-covering machine (hose)	8	0	6
11A. Maker of vacuum-cleaner hose	7	16	0
12. Maker of wrapped hose by hand-made process	8	3	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	7	14	0
14. Operator on washing mill and/or grinding waste	7	14	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	7	16	0
16. Operator on cracker mill	7	14	0
17. Operator on mixing mill	8	3	0
18. Reclaimer or employee engaged on acid tank	7	14	0
19. Employee on digester machine	7	16	0
20. Spreader in charge of machine (not otherwise classified)	7	17	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	8	3	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	7	13	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	7	14	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	7	14	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	7	16	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	7	18	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	8	0	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	8	0	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	8	3	0
27. Inspector and/or examiner and/or tyre tester	7	16	0
28. Tester with water	7	10	0
28A. Operator employed on hand-skiving machine used in tyre construction	7	12	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	7	12	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	7	16	0
30. Operator in charge of cotton creels	7	16	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	7	14	0
32. Maker of packing	7	16	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	7	16	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	7	14	0
Second and third year	8	0	6
Thereafter	8	5	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	7	18	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	7	14	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	7	16	0
37A. Operator lasting up leather shoes	7	12	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	7	16	0

ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	£ s d. 8 0 6
40. Operator on lathe engaged fashioning biased bowls	8 0 6
41. Operator dipping balloons and/or other dipped goods	7 16 0
42. Operator of rubber-thread cutting lathe	7 18 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	7 16 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	7 10 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	8 0 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 18 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	7 16 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	8 3 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	8 0 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	8 0 6
51. Operator engaged in making and/or moulding solid motor tyres	7 14 0
51A. Operator racking green motor tyres	7 12 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	7 16 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	7 18 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	8 0 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	7 17 0
56. Operator engaged on belt-making machine	7 14 0
57. Operator laying mats, tiles, or rubber flooring	8 3 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	8 3 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	7 16 0
60. Operator re-treading new tyres	7 14 0
61. Maker of air bags with extruded material	7 16 0
62. Maker of air bags (not otherwise classified)	8 3 0
62A. Operator buffing air bags	7 13 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	7 12 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	7 18 0
64. Operator in charge of forcing machine straining rubber	7 14 0
65. Operator in charge of textile cutting machine	7 16 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	7 14 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	8 5 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	7 16 0
69. First assistant on calender 48 inches and over	8 0 6
70. First assistant on calender under 48 inches	7 14 0
71. Operator in charge of calender 72 inches and under	8 12 0
72. Operator in charge of calender over 72 inches	8 17 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	8 1 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, insertor hydro, cleaning, or tying, table hand	7 16 0
75. Storeman in charge of moulds	7 12 0
76. Operator engaged in mould burning	7 12 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	7 14 0
(b) other	7 16 0
78. Operator joining and/or repairing fabric liners	7 12 0
79. Operator cutting raw rubber by machine or press	7 12 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	7 16 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	7 10 0
82. Operator on mixing mill	8 3 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	7 16 0
84. Heaterman in charge of curing pan and/or dry heater	7 16 0
85. Operator in charge of forcing machine	7 18 0
86. First assistant on calender 48 inches and over	8 0 6
87. First assistant on calender under 48 inches	7 14 0
88. Operator in charge of calender 72 inches and under	8 12 0
89. Operator in charge of calender over 72 inches	8 17 0
90. Fine wiredrawing machine operator	7 16 0
91. Medium wiredrawing machine operator	7 16 0
92. Wiredrawing (tandem) machine operator	7 16 0
93. Annealing furnace operator	7 16 0
94. Pickling plant operator	7 14 0
95. Wire-winding machine operator	7 14 0
96. Fine wire-tinning machine operator	7 14 0
97. Medium wire-tinning machine operator	7 16 0
98. Assisting tinning-machine operator	7 14 0
99. Bunching machine operator	7 14 0
100. Stranding and/or armouring machine operator	7 16 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	7 14 0
102. Lapping machine operator	7 16 0
103. Longitudinal machine operator	7 16 0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.
	£ s. d.
104. Longitudinal machine assistant	7 14 0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	7 14 0
106. Laying up machine operator	7 16 0
107. Laying up machine assistant	7 14 0
108. Repairer of cables	7 16 0
109. Spark testing machine operator	7 16 0
110. Tank test attendant	7 14 0
111. Operator employed jointing cables	7 16 0
112. Operator on waxing and/or compounding and/or impregnating machine	7 16 0
113. Helper on waxing and/or compounding and/or impregnating machine	7 14 0
114. Lacquering machine operator	7 16 0
115. Lacquering machine helper	7 14 0
116. Lead press operator for cables	8 0 6
117. Lead press assistant for cables	7 14 0
118. Lead stripping machine operator for cables	7 14 0
119. Marking machine operator	7 16 0
120. Rubber slitting machine operator	7 16 0
121. Rubber slitting machine helper	7 14 0
122. Taping and/or de-taping machine operator	7 14 0
123. Inspector and/or examiner of cables	7 16 0

ADULT FEMALES.

	Wages per Week of 40 Hours.
	£ s. d.
All adult females	5 7 9

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



VICTORIA GOVERNMENT GAZETTE.

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No. 354]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1027 of the 30th November, 1949, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	25 6	0 6	26 0	Chief Pharmaceutical Chemist ..	261 0	6 0	267 0
2nd " " ..	39 0	1 0	40 0	Assistant Pharmaceutical Chemist ..	221 0	6 0	227 0
3rd " " ..	53 6	1 3	54 9	Unqualified Assistant ..	203 0	6 0	209 0
4th " " ..	67 0	1 9	68 9	Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations ..	127 6	3 0	130 6
5th " " ..	81 0	2 0	83 0				
6th " " ..	94 0	2 3	96 3				
7th " " ..	106 0	2 6	108 6				
8th " " ..	132 6	3 0	135 6				

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

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 227s. per week.

Improvers.
One improver to every ten or fraction of ten workers receiving not less than 227s. per week.

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. 355]

THURSDAY, MAY 11.

[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 May, 1950.

Dated at Melbourne, this
10th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 809 of the 8th September, 1949, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Apprentices.		Improvers.			
	Wages per Week.				
	s. d.				
1st year's experience	34 6	(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—			
2nd " "	44 6	1st year's experience as such .. 117s. per week.			
3rd " "	58 6	Thereafter The rate provided in clause 2 "Other Employees" for the class of vehicle driven.			
4th " "	66 0	(b) Other Improvers—			
And thereafter the minimum wage.					
		Wages per Week.			
		Commencing Age—			
		17 Years or Under.	18 Years.	19 Years.	20 Years.
		s. d.	s. d.	s. d.	s. d.
PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					
1st year's experience	44 6	56 6	74 6	87 0	..
2nd " "	56 6	74 6	87 0	..	..
3rd " "	74 6	87 0	..	..	..
4th " "	87 0	..	..	..	..
And thereafter the minimum wage.					
		PROPORTION.			
One improver to every seven or fraction of seven workers receiving not less than the minimum wage.					

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—	s.	d.
In which the licensed passenger seating capacity exceeds 18 persons	174	0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	170	0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	166	0*
In which the licensed passenger seating capacity does not exceed 7 persons	164	0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—	s.	d.
In which the licensed passenger seating capacity exceeds 23 persons	169	0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	164	0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	158	0
All other drivers	154	0

(iii) *Employees Not Provided for in (i) and (ii) hereof.*

Conductors (including females)	159	0
Greasers	164	0
Cleaners	152	0
All others—		
Males	152	0
Females	110	0

(iv) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

(a) for drivers of vehicles on regular services—

After not less than two years, but less than five years of such service an additional 5s. per week;

After five years or more of such service, an additional 10s. per week.

(b) for all other employees—

After two years or more of such service, an additional 5s. per week.

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