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GOVERNMENT GAZETTE.

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[1950

Factories and Shops Acts.

DETERMINATION OF THE SADDLERY AND HARNESS 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 appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of manufacturing harness, saddlery, or whiphongs" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.
2. That the lowest rates to be paid to any persons employed in the trade of manufacturing or repairing harness, saddlery, or whiphongs shall be—
- 3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen	9 0 0	8 17 0
Journeywomen	6 1 0	5 18 9

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

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

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

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

FEMALES TO BE PAID MALE RATE.

4. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males:—

- (a) Hand stitching or machine sewing with waxed thread of buggy, gig, or cab saddles, winker eyes, fronts, drops, padtops, pad or saddle cloths, folded hand parts, collar side pieces or housings for gig, carriage, spring cart or van harness.
- (b) hand stitching or machine sewing all other harness;
- (c) hand stitching with waxed thread (other than beeswax), all classes of saddlery and leather goods other than harness;
- (d) machine sewing with waxed thread (other than beeswax), all classes of saddlery and leather goods other than harness;
- (e) quilting or cross barring panels;
- (f) cutting out all classes of work;
- (g) preparing, edging, creasing and finishing all classes of work.

APPRENTICES—MALES.

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

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	42 0	41 0
Second year's experience	49 0	48 0
Third year's experience	70 0	68 6
Fourth year's experience	112 0	109 6
Fifth year's experience	140 0	137 0
Four-year terms—		
First year's experience	42 0	41 0
Second year's experience	70 0	68 6
Third year's experience	112 0	109 6
Fourth year's experience	140 0	137 0

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	42 0	41 0
16 and under 17 years of age	56 0	54 9
17 and under 18 years of age	70 0	68 6
18 and under 19 years of age	84 0	82 3
19 and under 20 years of age	112 0	109 6
20 and under 21 years of age	140 0	137 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Glippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	42 0	41 0
16 and under 17 years of age	52 6	51 3
17 and under 18 years of age	59 6	58 3
18 and under 19 years of age	66 6	65 0
19 and under 20 years of age	73 6	72 0
20 and under 21 years of age	91 0	89 0

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

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

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

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

CASUAL WORKER.

8. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

DEFINITIONS.

9. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.

(b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hour rate.

(c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(d) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices.

(e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work in the industry, for which a rate is prescribed in clause 3 of this Determination.

(f) "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

CONTRACT OF EMPLOYMENT.

10. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.

(b) This shall not effect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PART-TIME EMPLOYMENT.

11. Females may be employed as part-time employees in any branch of the industry covered by this Determination upon and subject to the following terms and conditions:—

(a) They shall be employed for not less than 20 hours in any week.

(b) They shall be paid for each hour worked during the regular hours of work at the rate of at least 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.

(c) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.

(d) No female employee shall be employed as a part-time worker, unless a permit in writing is obtained from the Secretary or local Secretary of the Federation permitting such employee to be employed as a part-time employee.

(e) The provisions of this Determination as regards annual leave, sick leave, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave, sick leave, and in respect of holidays, only at the wages rate actually being received by them at such time.

(f) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

MIXED FUNCTIONS.

12. An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day. If for less than half of one day, he shall be paid the higher rate for the time so worked.

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

13. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.

(b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

HOURS.

14. (a) Forty hours shall constitute a week's work.

(b) The regular hours of work shall not be earlier than 7.30 a.m. and not later than 5.30 p.m. on five days of the week.

(c) Not more than 8 hours (except if paid for at overtime rates) shall be worked in any one day in each week.

MEAL TIME.

15. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.

(b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory and where there is no shop steward, on notice to the Secretary of the local branch of the Federation.

(c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.

(d) No employee shall be allowed to work more than five hours without a break for midday meals.

REST PERIOD.

16. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats but not the premises.

OVERTIME.

17 (a) All time worked on any day before or after the regular working hours or in excess of 8 hours on any one day, or in excess of 40 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) Any employees required to work overtime on Monday to Friday inclusive for more than two hours in any one day shall be paid 2s. 6d. meal money.

(d) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.

(e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.

(f) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

(g) Any employee working on a Saturday morning must have completed his ordinary normal weekly hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

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

HOLIDAYS.

18. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day and Boxing Day.

(b) In the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

(c) Piece-workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.

(d) If an employee's engagement is terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.

(e) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse or without the employer's consent such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

PAYMENT OF WAGES.

19. (a) Employers shall pay all moneys due at least once in each week before knock-off time, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday."

(b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice, shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.

(c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.

(d) On any pay day the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom and the net amount being paid to him.

TRAVELLING TIME.

20. Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

SICK AND ACCIDENT PAY.

21. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.

(b) An employee shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

(e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding 80 hours' working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

(f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

ANNUAL HOLIDAY.

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

OUTDOOR WORK.

23. (a) All work shall be performed at the shop or factory of the employer, and no employer shall give out work to be performed at any other place or permit work to be performed at any other place; and no employee shall perform work for an employer at any other place.

(b) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

EMPLOYER TO FIND WORKSHOP, ETC.

24. The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

25. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYER'S LIABILITY.

26. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any court of competent jurisdiction: Provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

TIME AND WAGES BOOKS, CARDS, ETC.

- 27. (a) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation, the hours worked each day, and the wages and allowances paid each week.
- (b) Where a time-book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.
- (c) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.
- (d) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.
- (e) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

DINING ACCOMMODATION.

- 28. (a) In factories where five or more employees are employed and it is or becomes reasonably practicable so to do, a separate room or portion of the factory or workshop shall be set aside by the employer as a dining room and therein the employer shall provide adequate table and seating accommodation.
- (b) Hot water shall be provided free of charge to be available to employees immediately meal time commences.
- (c) The employer shall provide the necessary labour to keep such room clean.
- (d) If such dining room is not regularly used by a reasonable number of the employees the employer shall be released from his obligations under sub-clauses (a) and (b) hereof.

REST ROOM.

- 29. In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

FIRST-AID OUTFIT.

- 30. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.
- (b) An efficient first-aid outfit shall be that prescribed by the Factories and Shops Acts and the Regulations thereunder, but, in cases where there is no legislation on the subject, the first-aid outfit shall contain the following equipment:—

Article.	Quantities to be Kept in Ambulance Chest.	
	Factories and Workshops in which not more than 30 Persons are Employed.	Factories and Workshops in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	½ dozen assorted sizes
Iodine, tincture	1 oz.	2 oz.
Castor oil	1 oz.	2 oz.
Manual, first-aid		
Petrolatum, carbolyzed	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered picric acid; 3 oz. absolute alcohol; 2 pints distilled water		
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		

TOOLS OF TRADE—APPRENTICES.

- 31. All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer to the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indentures.

SHOP STEWARDS.

- 32. Shop stewards in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

UNION BUSINESS.

- 33. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer but without being paid while absent.

POSTING DETERMINATION AND NOTICES.

- 34. (a) In each factory in which five or more employees are employed, the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary, or shop steward of the Federation.
- (b) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

PIECE-WORK.

- 35. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees worked on the 2nd October, 1939, work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees, and one representative of the Federation.
- (b) If the employees of any factory or the Federation fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State Secretary of the Federation the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.
- (c) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.

(d) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the Federation such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire.

(e) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.

(f) Employees working on any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 40 hours in any one week.

(g) Employees working on any system of payment by results waiting on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.

(h) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

36. (a) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) that he interviews employees only at the place where they are taking their meal;
- (iii) that not more than one representative in all be in any workshop at any one time;
- (iv) that no one representative visit a workshop more than once in each week; and
- (v) that if any employer alleges that a representative is unduly interfering with his workshop 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.

(b) Where a Union official holding the right of entry under this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary in the following form, or in a form not materially differing therefrom:—

(Name of Organization).

This is to certify that _____ is a duly accredited representative of the above-named organization.
(SEAL.)

General Secretary.

(Specimen signature of holder)_____

Date_____

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

Adult Males.

37. The wages rates set out for males in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 38.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic wage.	Index Number Set Assigned.
Victoria—	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	6 14 0	6 0	7 0 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

38. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price and 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 November, 1950, the amounts of the basic wage shall be as prescribed in clause 37.

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

In all cases where for the same class of work the same rates have been prescribed for journeymen as are prescribed for journeymen, the rates for such journeymen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

The rates for piece-workers shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

MARGINS.

Adult Males.

39. (a) In addition to the total base rate prescribed in clause 37 the following margins and special allowance shall be paid:—

Classifications.	Margin.	Special Allowance.
	Per Week.	Per Week.
	£ s. d.	s. d.
Journeymen	1 16 0	4 0

Adult Females.

(b) The minimum rate per week to be paid to adult female employees shall be the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof calculated to the nearest threepence (half or less than half of threepence to be disregarded) and in addition thereto the special allowance and marginal rate specified.

Percentage of Total Base Rate.	Special Allowance.	Margin.
	Per Week.	Per Week.
	s. d.	s. d.
75 per cent.	2 0	14 0

Apprentices—Males.

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

Experience.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	%
Five-year term—	
First year's experience	30
Second year's experience	35
Third year's experience	50
Fourth year's experience	80
Fifth year's experience	100
Four-year term—	
First year's experience	30
Second year's experience	50
Third year's experience	80
Fourth year's experience	100

Junior Workers—Males.

(d) Junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	%
Under 16 years of age	30
16 and under 17 years of age	40
17 and under 18 years of age	50
18 and under 19 years of age	60
19 and under 20 years of age	80
20 and under 21 years of age	100

Junior Workers—Females.

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

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	%
Under 16 years of age	30
16 and under 17 years of age	37½
17 and under 18 years of age	42½
18 and under 19 years of age	47½
19 and under 20 years of age	52½
20 and under 21 years of age	65

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 27th July, 1950.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, AUGUST 21.

[1950

Factories and Shops Acts.

DETERMINATION OF THE LEATHER-GOODS 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 appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Wages Board heretofore appointed) employed in the trade of—

(a) manufacturing or repairing—

- (1) leather or fabric gloves;
- (2) ladies' evening bags;
- (3) articles made wholly or partly of leather or a substitute for leather including bags, braces, cases, cricket balls, pads or other sporting goods, garters, pocket book covers, portmanteaux, purses, trunks, wallets, travel goods, suit and attache cases;
- (4) machine belting of all descriptions;
- (5) any other kind of leather goods;

(b) covering or lining with leather or a substitute for leather spectacle cases, portable gramophones, wireless cabinets, travellers' sample cases, music cases, surgical cases, or similar goods—

has made the following Determination, namely:—

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

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	8 14 0	8 11 0
All other Journeymen	9 0 0	8 17 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	5 15 6	5 13 3
Other Journeywomen	6 1 0	5 18 9

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

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males:—

Bag and Leather Goods Trades.

Wholly or partly making gladstone bags except lining out or making doors or handles.

Wholly or partly making leather cases exceeding 12 inches in length (except music cases) and also excluding brief cases, document cases, writing cases, folio cases and vanity cases unless stiffened on the suit case principle.

Wholly or partly making bullion bags.

Wholly or partly making trunks (except lining out trunks other than leather).

- Wholly or partly making hat boxes (except lining out, making handles, varnishing and bending by hand hat boxes which have been machine scored).
- Wholly or partly making instrument cases.
- Wholly or partly making canvas except lining out.
- Hand stitching cricket, punching, or medicine balls, footballs, and similar sporting balls and/or pigskin leggings.
- Framing up or riveting by hand or machine bicycle saddles, ladies' handbags or purses.
- Machine stitching closed edges of trunks or cases and machining any article enumerated in these sub-clauses where the thread passes through heated wax.
- Wholly or partly making fibre cases and/or cases of a fibre substitute over thirteen inches in length (except lining out, making handles, varnishing and bending by hand cases which have been machine scored).
- Wholly or partly making all travel bags (other than those enumerated herein) exceeding 16 inches in length, except machining and lining out of same.
- Wholly or partly making golf bags of all descriptions, except machining, marking out, staining and trimming cottons.
- Cutting and/or clicking all classes of work by hand or machine, except in trimming of gloves and cutting out forecetts and quirks.

Machine Belting, &c., Trade.

- Cutting or clicking all classes of work, including machine belting, gaskets and pump washers or similar articles or working on machines customarily used by males.

APPRENTICES—MALES.

- 4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
- (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	42 0	41 0
Second year's experience	49 0	48 0
Third year's experience	70 0	68 6
Fourth year's experience	112 0	109 6
Fifth year's experience	140 0	137 0
Four year terms—		
First year's experience	42 0	41 0
Second year's experience	70 0	68 6
Third year's experience	112 0	109 6
Fourth year's experience	140 0	137 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippeland Districts.	Other Parts of Victoria.
Under 16 year of age	<i>s. d.</i> 42 0	<i>s. d.</i> 41 0
16 and under 17 years of age	56 0	54 9
17 and under 18 years of age	70 0	68 6
18 and under 19 years of age	84 0	82 3
19 and under 20 years of age	112 0	109 6
20 and under 21 years of age	140 0	137 0

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

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippeland Districts.	Other Parts of Victoria.
Under 16 years of age	<i>s. d.</i> 42 0	<i>s. d.</i> 41 0
16 and under 17 years of age	52 6	51 3
17 and under 18 years of age	59 6	58 3
18 and under 19 years of age	66 6	65 0
19 and under 20 years of age	73 6	72 0
20 and under 21 years of age	91 0	89 0

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

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

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

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

CASUAL WORKER.

7. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

DEFINITIONS.

8. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.

(b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage and in addition a rate equal to such ordinary hour rate.

(c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(d) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices.

(e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work in the industry, for which a rate is prescribed in clause 2 of this Determination.

(f) "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

CONTRACT OF EMPLOYMENT.

9. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.

(b) This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PART-TIME EMPLOYMENT.

10. Females may be employed as part-time employees in any branch of the industry covered by this Determination upon and subject to the following terms and conditions :—

(a) They shall be employed for not less than 20 hours in any week.

(b) They shall be paid for each hour worked during the regular hours of work at the rate of at least 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.

- (c) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceeding week of the employee concerned.
- (d) No female employee shall be employed as a part-time worker, unless a permit in writing is obtained from the Secretary or local Secretary of the Federation permitting such employee to be employed as a part-time employee. If he refuses consent, then the matter may be referred to the Wages Board.
- (e) The provisions of this Determination as regards annual leave, sick leave, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave, sick leave, and in respect of holidays only at the wages rate actually being received by them at such time.
- (f) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

MIXED FUNCTIONS.

11. An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day. If for less than half of one day, he shall be paid the higher rate for the time so worked.

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

- 12. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.
- (b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

HOURS.

- 13. (a) 40 hours shall constitute a week's work.
- (b) The regular hours of work shall not be earlier than 7.30 a.m. and not later than 5.30 p.m. on five days of the week.
- (c) Not more than 8 hours (except if paid for at overtime rates) shall be worked in any one day in each week.

MEAL TIME.

- 14. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.
- (b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory, and where there is no shop steward, on notice to the secretary of the local branch of the Federation.
- (c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.
- (d) No employee shall be allowed to work more than five hours without a break for midday meals.

REST PERIOD.

15. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats, but not the premises.

OVERTIME.

- 16. (a) All time worked on any day before or after the regular working hours or in excess of 8 hours on any one day, or in excess of 40 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.
- (b) In computing overtime each day's work shall stand alone.
- (c) Any employees required to work overtime on Monday to Friday inclusive for more than two hours in any one day shall be paid 2s. 6d. meal money.
- (d) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.
- (e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.
- (f) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.
- (g) Any employee working on a Saturday morning must have completed his ordinary normal weekly hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.
- (h) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

- 17. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) In the Metropolitan District, as defined in the Factories and Shops Acts and the Orders in Council thereunder, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.
- (c) Piece-workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.
- (d) If an employee's engagement is terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.
- (e) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse or without the employer's consent, such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

PAYMENT OF WAGES.

- 18. (a) Employers shall pay all moneys due at least once in each week before knock-off time, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday".
- (b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.
- (c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.
- (d) On any pay day the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom and the net amount being paid to him.

TRAVELLING TIME.

19. Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

SICK AND ACCIDENT PAY.

20. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.

(b) An employee shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

(e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding eighty hours' working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

(f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

ANNUAL HOLIDAY

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

OUTDOOR WORK.

22. (a) Except as to work in the machine bolting trade all work shall be performed at the shop or factory of the employer and no employer shall give out work to be performed at any other place or permit work to be performed at any other place: and no employee shall perform work for an employer at any other place.

(b) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

EMPLOYER TO FIND WORKSHOP, ETC.

23. The employer shall find workshops light and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

24. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYERS LIABILITY.

25. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any Court of competent jurisdiction provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

TIME AND WAGES BOOKS, CARDS, ETC.

26. (a) Each employer shall keep in each factory, workshop or place where work is carried on by him, some card or check used in connexion with a mechanical clock or time and wages book showing the name of each employee and his or her occupation, the hours worked each day and the wages and allowances paid each week.

(b) Where a time book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(c) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(e) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

DINING ACCOMMODATION.

27. (a) In factories where five or more employees are employed and it is or becomes reasonably practicable so to do a separate room or portion of the factory or workshop shall be set aside by the employer as a dining room and therein the employer shall provide adequate table and seating accommodation.

(b) Hot water shall be provided free of charge to be available to employees immediately meal time commences.

(c) The employer shall provide the necessary labour to keep such room clean.

(d) If such dining room is not regularly used by a reasonable number of the employees the employer shall be released from his obligations under sub-clauses (a) and (b) hereof.

REST ROOM.

28. In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

FIRST-AID OUTFIT.

29. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(b) An efficient first-aid outfit shall be that prescribed by the Factories and Shops Acts and the regulations thereunder, but in cases where there is no legislation on the subject, the first-aid outfit shall contain the following equipment :—

Article.	Quantities to be kept in Ambulance Chest.	
	Factories and Workshops in which not more than 30 Persons are Employed.	Factories and Workshops in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ doz. assorted sizes	$\frac{1}{2}$ doz. assorted sizes
Iodine, tincture	1 oz.	2 oz.
Castor Oil	1 oz.	2 oz.
Manual, first-aid		
Petroloum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1 $\frac{1}{2}$ teaspoonful of powdered picric acid; 3 oz. absolute alcohol; 2 pints distilled water		
Pins, Safety	1 packet	1 packet
Sal Volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent	} an adequate assortment	} an adequate assortment
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		

TOOLS OF TRADE—APPRENTICES.

30. All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer to the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indentures.

SHOP STEWARDS.

31. Shop stewards in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

UNION BUSINESS.

32. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer, but without being paid while absent.

POSTING DETERMINATION AND NOTICES.

33. (a) In each factory in which five or more employees are employed, the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary or Shop Steward of the Federation.

(b) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

PIECE-WORK.

34. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees worked on the 2nd October, 1939, work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees and one representative of the Federation.

(b) If the employees of any factory or the Federation fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State secretary of the employees Union the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.

(c) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.

(d) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working and such document shall be signed by such person and the employer. Upon demand by an officer of the Federation such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire.

(e) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.

(f) Employees working in any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 40 hours in any one week.

(g) Employees working on any system of payment by results waiting on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.

(h) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

35. (a) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions :—

(i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(ii) that he interviews employees only at the place where they are taking their meal;

(iii) that not more than one representative in all be in any workshop at any one time;

(iv) that no one representative visit a workshop more than once in each week; and

(v) that if any employer alleges that a representative is unduly interfering with his workshop 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.

(b) Where a Union official holding the right of entry under this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary in the following form, or in a form not materially differing therefrom:—

This is to certify that _____ (Name of Organization) is a duly accredited representative of the above-named organization.
(SEAL)

General Secretary.

(Specimen signature of holder) _____

Date _____

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

36. *Adult Males*.—The wages rates set out for males in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 37.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts Yallourn—6s. 6d. in excess of basic wage for Melbourne. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

37. (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 November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 36.

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

In all cases where for the same class of work the same rates have been prescribed for journeywomen as are prescribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

MARGINS.

38. (a) *Adult Males*.—In addition to the total base rate prescribed in clause 36 the following margins and special allowances shall be paid:—

Classifications.	Margin.	Special Allowance.
	Per Week. £ s. d.	Per Week. s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	1 10 0	4 0
All other Journeymen	1 16 0	4 0

(b) *Adult Females*.—The minimum rate per week to be paid to adult female employees shall be the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof calculated to the nearest threepence (half or less than half of threepence to be disregarded) and in addition thereto the special allowance and marginal rate specified:—

Percentage of Total Base Rate.	Special Allowance.	Margin.
	Per Week. s. d.	Per Week. s. d.
75% Provided that, adult females engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends, shall receive a margin of 8s. 6d. per week.	2 0	14 0

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

Experience.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 30 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	Per cent.
Five-year term—	
First year's experience	30
Second year's experience	35
Third year's experience	50
Fourth year's experience	80
Fifth year's experience	100
Four-year term—	
First year's experience	30
Second year's experience	50
Third year's experience	80
Fourth year's experience	100

(d) *Junior Workers—Males.*—Junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 30 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	Per cent.
Under 16 years of age	30
16 and under 17 years of age	40
17 and under 18 years of age	50
18 and under 19 years of age	60
19 and under 20 years of age	80
20 and under 21 years of age	100

(e) *Junior Workers—Females.*—Female junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 30 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	Per cent.
Under 16 years of age	30
16 and under 17 years of age	37½
17 and under 18 years of age	42½
18 and under 19 years of age	47½
19 and under 20 years of age	52½
20 and under 21 years of age	65

P. A. RANDES J.P., Chairman

J. V. WILLOX, Secretary

Melbourne, 27th July, 1950.



VICTORIA
GOVERNMENT GAZETTE.

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MONDAY, AUGUST 21.

[1950

Factories and Shops Acts.

DETERMINATION OF THE TENTMAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 13th September, 1927, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing :—

(a) Articles made of canvas or a substitute for canvas such as—

Sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins ;

(b) Any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards :—

Agricultural Implements Board,
Country Agricultural Implements Board,
Boot Board,
Carriage Board,
Leather Goods Board, and
Rubber Trade Board.

(c) Flags :—

has made the following Determination, namely :—

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

2. WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	9 0 0	8 17 0
Other Journeyman engaged in the manufacture or repair of canvas goods of all descriptions	8 14 0	8 14 0
All other Journeyman	9 0 0	9 0 0
Journeywomen	6 1 0	5 18 9

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

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

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

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

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

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do the following class of work, she shall be paid the rate which is prescribed for adult males :—

- (a) Cutting by machine any materials, and
- (b) Cutting by hand all classes of material, provided that trimming, cutting patches of material under 12 oz. in weight and cutting any single thicknesses of materials not more than 10 oz. in weight shall be paid for at the appropriate females rates.

APPRENTICES—MALES.

- 4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
- (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	42 0	41 0
Second year's experience	49 0	48 0
Third year's experience	70 0	68 6
Fourth year's experience	112 0	109 6
Fifth year's experience	140 0	137 0
Four year terms—		
First year's experience	42 0	41 0
Second year's experience	70 0	68 6
Third year's experience	112 0	109 6
Fourth year's experience	140 0	137 0

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

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

- (1) Sail, tent and canvas goods maker;
- (2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	42 0	41 0
16 and under 17 years of age	56 0	54 9
17 and under 18 years of age	70 0	68 6
18 and under 19 years of age	84 0	82 3
19 and under 20 years of age	112 0	109 6
20 and under 21 years of age	140 0	137 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	s. d. 42 0	s. d. 41 0
16 and under 17 years of age	52 6	51 3
17 and under 18 years of age	59 6	58 3
18 and under 19 years of age	66 6	65 0
19 and under 20 years of age	73 6	72 0
20 and under 21 years of age	91 0	89 0

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

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

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

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

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

CASUAL WORKER.

7. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

DEFINITIONS.

8. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.

(b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hour rate.

(c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(d) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices.

(e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work in the industry, for which a rate is prescribed in clause 2 of this Determination.

(f) "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

CONTRACT OF EMPLOYMENT.

9. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.

(b) This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PART-TIME EMPLOYMENT.

10. Females may be employed as part-time employees in any branch of the industry covered by this Determination upon and subject to the following terms and conditions :—

(a) They shall be employed for not less than 20 hours in any week.

(b) They shall be paid for each hour worked during the regular hours of work at the rate of at least 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.

(c) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.

(d) No female employee shall be employed as a part-time worker, unless a permit in writing is obtained from the Secretary or local Secretary of the Federation permitting such employee to be employed as a part-time employee.

(e) The provisions of this Determination as regards annual leave, sick leave, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave, sick leave, and in respect of holidays only at the wages rate actually being received by them at such time.

(f) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

MIXED FUNCTIONS.

11. An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day. If for less than half of one day, he shall be paid the higher rate for the time worked.

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

12. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.
 (b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

HOURS.

13. (a) 40 hours shall constitute a week's work.
 (b) The regular hours of work shall not be earlier than 7.30 a.m. and not later than 5.30 p.m. on five days of the week.
 (c) Not more than eight hours (except if paid for at overtime rates) shall be worked in any one day in each week.

MEAL TIME.

14. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.
 (b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory and where there is no shop steward, on notice to the secretary of the local branch of the Federation.
 (c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.
 (d) No employee shall be allowed to work more than five hours without a break for midday meals.

REST PERIOD.

15. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats but not the premises.

OVERTIME.

16. (a) All time worked on any day before or after the regular working hours or in excess of 8 hours on any one day, or in excess of 40 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.
 (b) In computing overtime each day's work shall stand alone.
 (c) Any employee required to work overtime on Monday to Friday inclusive for more than two hours in any one day shall be paid 2s. 6d. meal money.
 (d) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.
 (e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.
 (f) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.
 (g) Any employee working on a Saturday morning must have completed his ordinary normal weekly hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.
 (h) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

17. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
 (b) In the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.
 (c) Piece-worker shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.
 (d) If an employee's engagement is terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.
 (e) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse or without the employer's consent, such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

PAYMENT OF WAGES.

18. (a) Employers shall pay all moneys due at least once in each week before knock-off time, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday".
 (b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.
 (c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.
 (d) On any pay day the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom and the net amount being paid to him.

TRAVELLING TIME.

19. Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

SICK AND ACCIDENT PAY.

20. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.
 (b) An employee shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
 (c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.
 (d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.
 (e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding eighty hours' working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.
 (f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

ANNUAL HOLIDAY.

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

OUTDOOR WORK.

22. (a) Except as to erecting marquees and tents, fitting and fixing of blinds, awnings, waggon covers, machinery covers, and other like operations, all work shall be performed at the shop or factory of the employer and no employer shall give out work to be performed at any other place or permit work to be performed at any other place; and no employee shall perform work for an employer at any other place.

(b) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

EMPLOYER TO FIND WORKSHOP, ETC.

23. The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

24. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYER'S LIABILITY.

25. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any court of competent jurisdiction. Provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

TIME AND WAGES BOOKS, CARDS, ETC.

26. (a) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation the hours worked each day and the wages and allowances paid each week.

(b) Where a time-book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(c) The time occupied by an employee in filling in any time-books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(e) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

DINING ACCOMMODATION.

27. (a) In factories where five or more employees are employed, and it is or becomes reasonably practicable so to do, a separate room or portion of the factory or workshop shall be set aside by the employer as a dining-room and therein the employer shall provide adequate table and seating accommodation.

(b) Hot water shall be provided free of charge, to be available to employees immediately meal time commences.

(c) The employer shall provide the necessary labour to keep such room clean.

(d) If such dining-room is not regularly used by a reasonable number of the employees, the employer shall be released from his obligations under sub-clauses (a) and (b) hereof.

REST ROOM.

28. In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

FIRST-AID OUTFIT.

29. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(b) An efficient first-aid outfit shall be that prescribed by the Factories and Shops Acts and the Regulations thereunder, but in cases where there is no legislation on the subject, the first-aid outfit shall contain the following equipment:—

Article.	Quantities to be kept in Ambulance Chest.	
	Factories and Workshops in which not more than 30 Persons are Employed.	Factories and Workshops in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	½ dozen assorted sizes
Iodine, tincture	1 oz.	2 oz.
Castor oil	1 oz.	2 oz.
Manual, first-aid.		
Petrolatum, carbolised	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered picric acid; 3 oz. absolute alcohol; 2 pints distilled water.		
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent		
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		
	An adequate assortment	An adequate assortment

TOOLS OF TRADE—APPRENTICES.

30. All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer to the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indentures.

SHOP STEWARDS.

31. Shop stewards in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

UNION BUSINESS.

32. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer, but without being paid while absent.

POSTING DETERMINATION AND NOTICES.

33. (a) In each factory in which five or more employees are employed the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary, or shop steward of the Federation.

(b) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

PIECE-WORK.

34. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees worked on the 2nd October, 1939, work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees and one representative of the Federation.

(b) If the employees of any factory or the Federation fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State Secretary of the Federation the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.

(c) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.

(d) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the Federation such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire.

(e) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.

(f) Employees working on any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 40 hours in any one week.

(g) Employees working on any system of payment by results waiting on the employer's promises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.

(h) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

35. (a) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) that he interviews employees only at the place where they are taking their meal;
- (iii) that not more than one representative in all be in any workshop at any one time;
- (iv) that no one representative visit a workshop more than once in each week; and
- (v) that if any employer alleges that a representative is unduly interfering with his workshop 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.

(b) Where a Union official holding the right of entry this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary in the following form, or in a form not materially differing therefrom:—

(Name of Organization).

This is to certify that.....is a duly accredited representative of the above-named organization.

(SEAL)

General Secretary.

Specimen signature of holder.....

Date.....

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

36. *Adult Males.*—The wages rates set out for males in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as proscribed by clause 37.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts . . Yallourn—Gs. 6d. in excess of basic wage for Melbourne. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	6 14 0	0 6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

37. (a) For the purpose 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 November, 1950, the amounts of the Basic Wage shall be as proscribed in clause 36.

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

In all cases where for the same class of work the same rates have been proscribed for journeywomen as are proscribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

The rates for piece-workers shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

MARGINS.

38. (a) *Adult Males.*—In addition to the total base rate proscribed in clause 36 the following margins and special allowances shall be paid :—

Classifications.	Margin.	Special Allowance.
	Per Week.	Per Week.
	£ s. d.	s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	1 16 0	4 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	1 10 0	4 0
All other Journeymen	1 16 0	4 0

(b) *Adult Females.*—The minimum rate per week to be paid to adult female employees shall be the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof calculated to the nearest threepence (half or less than half of threepence to be disregarded) and in addition thereto the special allowance and marginal rate specified :—

Percentage of Total Base Rate.	Special Allowance.	Margin.
	Per Week.	Per Week.
	s. d.	s. d.
75%	2 0	14 0

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

Experience.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).	
	Per cent.	
Five-year term—		
First year's experience	30	
Second year's experience	35	
Third year's experience	50	
Fourth year's experience	80	
Fifth year's experience	100	
Four-year term—		
First year's experience	30	
Second year's experience	50	
Third year's experience	80	
Fourth year's experience	100	

(d) *Junior Workers—Males.*—Junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).	
	Per cent.	
Under 16 years of age	30	
16 and under 17 years of age	40	
17 and under 18 years of age	50	
18 and under 19 years of age	60	
19 and under 20 years of age	80	
20 and under 21 years of age	100	

(e) *Junior Workers—Females.*—Female junior workers may be employed at the following rates of pay :—

Age.	Per cent.
Under 16 years of age	30
16 and under 17 years of age	37½
17 and under 18 years of age	42½
18 and under 19 years of age	47½
19 and under 20 years of age	52½
20 and under 21 years of age	65

A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 27th July, 1950.



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MONDAY, AUGUST 21.

[1950

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

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

(b) 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 to any persons employed—

(a) in the process, trade, or business of—

(i) making flock, mungo, felt, or wadding;

(ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

(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—

has made the following Determination, namely:—

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

2.

IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
Age.	Males.	Females.		
	s. d.	s. d.		
Under 16 years..	41 3	37 0	MALES.	
16 years ..	52 6	41 3	Persons employed in the cotton wool bleaching department ..	170 6
17 ..	70 0	48 3	Woollen pickers ..	167 6
18 ..	78 3	58 0	Feeders of—	
19 ..	102 9	69 9	Rag machines ..	165 6
20 ..	115 9	78 9	Other machines ..	165 6
			Rippers ..	165 6
			Persons operating milling machine, hardening machine, or tentering machine ..	165 6
			Persons operating other machines ..	165 6
			Assistant to persons operating milling machine, hardening machine, or tentering machine ..	163 6
			Assistant to persons operating other machines ..	163 6
			Cotton pickers ..	162 6
			All others ..	161 6
			Leading hands, if in charge of four or more workers	5s. a week extra
			FEMALES.	
			Feeders of rag machines ..	122 0
			Feeders of machines other than rag machines ..	106 3
			Rippers ..	101 9
			Woollen pickers ..	108 0
			Cotton pickers ..	101 9
			Weighers and wrappers of cotton wool ..	101 9
			All others ..	101 9
			Leading hands, if in charge of four or more workers	5s. a week extra

PROPORTION (IN ANY PLACE).

Improvers.

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

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

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

EXTRA RATES.

3. Employees engaged in the hair felt section shall be paid a disability allowance of 3d. per hour or part thereof.

SHIFT WORK.

4. (a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.

(b) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional 7½ per cent. for an afternoon shift, or an additional 10 per cent. for a night shift: Provided that—

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle.

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

TIME OF BEGINNING AND ENDING WORK.

5. For workers other than shift workers:—

	Time of Beginning.	Time of Ending.
Monday to Friday inclusive	7.30 a.m.	5.30 p.m.

ORDINARY HOURS FOR A WEEK'S WORK.

6. (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 16 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.

OVERTIME.

7. The following rates shall be paid for all work done:—

(a) By Shift Workers—

- (i) In excess of 8 hours per shift during weeks in which five shifts are worked
- (ii) In excess of 8 hours 48 minutes per shift during weeks in which less than five shifts are worked

} Time and a half for the first three hours and thereafter double time.

(b) By Other Workers—

- (i) On Saturday
- (ii) Outside the times of beginning and ending work prescribed on clause 5 herein in any day
- (iii) Within such times of beginning and ending work in excess of the hours prescribed as an ordinary week's work in clause 6.

} Time and a half for the first three hours and thereafter double time.

PROHIBITION OF EMPLOYMENT.

8. No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

REST PERIODS.

9. 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 BREAK.

10. Where three shifts are worked an employee shall not be required to work more than four and a half hours without being permitted a break of twenty minutes which shall be regarded and paid for as time worked.

MEAL MONEY.

11. Any employee required to work overtime for a period in excess of one hour after the time fixed in clause 5 for ending work shall be allowed 3s. meal money in addition to overtime rates as prescribed for in this Determination unless notified 24 hours previously of the intention to work overtime. If having been notified accordingly, the employee's services are not required he shall be paid the 3s. meal money as provided for herein.

TERMS OF ENGAGEMENT

12. (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 a weekly employee at any time but an employer may pay one week's wages in lieu of notice.

(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.

(e) Where an employer is not observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

(f) An employer shall have the right to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any other stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL WORK.

13. Casual work, i.e., work for less than two weeks, shall be paid for at the rate of time and a quarter.

SICK PAY.

14. Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than three months' service and he or she produces or forwards satisfactory evidence to the employer that his or her 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 forty hours of working time in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eighty hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

ANNUAL HOLIDAY.

15. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

HOLIDAYS.

16. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

SPECIAL RATES.

17. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day: but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, then the special rate shall be payable only for the day so substituted. Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

PAYMENT OF WAGES

18. Wages shall be paid during working hours.

DINING ROOMS, LOCKERS, ETC.

19. The employer shall provide for the use of employees suitable dining rooms, lockers, change rooms, and hot and cold showers.

RIGHT OF ENTRY OF UNION OFFICIAL.

20. A duly accredited representative of the Federated Storeman and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes 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.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt. plus 10 per cent.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
Wool, shoddy or mantle clips	s. d. 8 3	s. d. 16 6	s. d. 4 9	s. d. 9 6
Hosiery	28 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3 plus 10	16 6 plus 10	4 9 plus 10	9 6 plus 10
Bespoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9 per cent.	3 6 per cent.	1 0 per cent.	2 0 per cent.
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
	Ripping.		Ripping and Sorting to Grade or Quality.	
	Males.	Females.	Males.	Females.
Ripping woollens—	s. d. 3 3 plus 10	s. d. 2 0 plus 10	s. d. 6 3 plus 10	s. d. 4 0 plus 10
By machine	9 6 per cent.	5 9 per cent.	19 0 per cent.	11 6 per cent.
By hand				

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates for males set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 23. Provided that the wages of improvers and of females shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the m.d. basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (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 November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 22.

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

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th July, 1950.



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MONDAY, AUGUST 21.

[1950

Factories and Shops Acts.

DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

(a) Clauses 1 to 16 inclusive apply to the Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shires of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Doutta Galla Riding of the Shire of Kellor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorparanal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Attona Post Office and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

(b) Clause 1 and clauses 17 to 29 inclusive apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.

(ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.

(iii) The Board has prescribed a form of apprenticeship indenture.

(iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act* 1928 for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

[N accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of bread making or baking" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1950, the Determination made on the 2nd May, 1950, shall be revoked and replaced by this Determination, which shall be read as part of the Determination of this Board published in *Government Gazette* No. 145 of the 22nd day of February, 1950.

WITHIN THE AREA SET OUT IN NOTE (i) (a).

2. WAGES.—				Other Employees.			
* Apprentices.		* Improvers.		Per Hour.			
	Per Week of 40 Hours. s. d.		Per Week of 40 Hours. £ s. d.				
1st Year—		1st six months ..	} 8 17 10	Doughmakers ..	s. d.		
1st six months ..	50 9	2nd			5 1 ¹ / ₁₀		
2nd	55 10	3rd					
2nd Year—		4th					
1st six months ..	60 11	5th					
2nd	66 0	6th					
3rd Year—		7th					
1st six months ..	76 2	8th					
2nd	86 4			Ordinary Days. | Double Days. | Treble Days.			
4th Year—		and thereafter the minimum wage.		Per Hour.			
1st six months ..	101 6			s. d.			
2nd	116 9			5 2 ¹⁷ / ₃₂			
5th Year—		PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 200s. 4d. per week of 40 hours.		All others engaged in the making and/or baking of bread ..			
1st six months ..	137 1			5 0 ¹ / ₁₀			
2nd	157 4						
and thereafter the minimum wage.							
PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 200s. 4d. per week of 40 hours.							

* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE:—The rates shown in clause 2 herein include 1¹/₂d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 16. Pro-rata of this amount has been included in the rates of apprentices and improvers.

WITHIN THE AREA SET OUT IN NOTE (I) (b).

17. WAGES:—						
Apprentices.		Improvers.		Other Employees.		
Per Week of 40 Hours.		Per Week of 40 Hours.				
s. d.		£ s. d.				
1st Year—		1st year	Foremen or single hands ..	4s. 11 ¹⁷ / ₂₀ d. per hour, or 199s. 6d. per week of 40 hours.	
1st six months ..	42 0	2nd "			
2nd " ..	43 2	3rd "			
2nd Year—		4th "			
1st six months ..	45 7	PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 190s. 4d. per week of 40 hours.		Makers or bakers of rye bread, Vienna bread, or rolls	}	
2nd " ..	51 10					
3rd Year—				Doughmakers ..	}	4s. 9 ¹ / ₁₀ d. per hour, or 190s. 4d. per week of 40 hours.
1st six months ..	59 0					
2nd " ..	69 4	Persons not provided for elsewhere in this Determination		}		
4th Year—						
1st six months ..	81 4					
2nd " ..	94 10					
5th Year—		and thereafter the minimum wage.		}		
1st six months ..	111 11					
2nd " ..	130 9					
PROPORTION.						
One apprentice to every three or fraction of three workers receiving not less than 190s. 4d. per week of 40 hours.						

P. A. RANGLES J.P., Chairman.

J. V. WILLOX. Secretary.

Melbourne, 26th July, 1950.



VICTORIA
GOVERNMENT GAZETTE.

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No. 648]

MONDAY, AUGUST 21.

[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 August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 21 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
	s. d.
Stamper who puts in die and makes force	187 6
Repairer	187 6
Maker-up	187 6
Spinner, 1st class	181 0
Spinner (other)	166 0
Die setter	166 0
Drop hammer stamper (other than one who puts in die and makes force)	164 0
Press operator (heavy)	164 0
Press operator (light)	162 0
Pickler	163 0
Hand blanker	162 0
Other employees with not less than three months' experience in the metal trades industry	149 0
All others	143 0

Leading Hands.

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

APPRENTICESHIP.

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

(d) Subject to the approval of the 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 provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

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

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 14s. per week.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	£ s. d.
		s. d.	s. d.	
Four and five-year terms—				
1st year	29	0 0	0 9	1 19 6
2nd year	40	1 0	1 0	2 15 6
3rd year	53	1 6	1 6	3 14 0
4th year	84	2 0	2 3	5 17 0
5th year	100	2 0	3 0	7 6 0
	plus 7s.			
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	33	0 0	0 9	2 5 0
2nd year	53	1 0	1 6	3 13 6
3rd year	84	2 0	2 3	5 17 0
4th year	100	2 0	3 0	7 6 0
	plus 7s.			

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	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 16 0
All others	75	3 0	7 0	..	5 10 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	3 6	..	2 18 0
18 years of age	47½	1 3	4 0	..	3 9 0
19 years of age	55	1 6	4 6	..	3 19 6
20 years of age	62½	2 0	5 0	..	4 10 6
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	2 0	..	1 16 0
16 years of age	35	0 9	3 0	..	2 10 6
17 years of age	47½	1 0	4 0	..	3 8 6
18 years of age	60	1 0	5 0	..	4 6 6
19 years of age	75	2 0	6 0	..	5 8 6
20 years of age	90	2 0	7 0	..	6 9 6

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

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—
die setting on power presses.

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





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MONDAY, AUGUST 21.

[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 August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 864 of the 6th October, 1949, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
(All Sections other than Corrugated Board and Fibre Board Container Section.)		
		£ s. d.
1	Guillotine machine operator	8 18 6
2	Carton cutting and creasing forme setter	9 3 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	8 18 6
4	Combination tube and shell machinist	8 18 6
5	Employee operating international tube and shell machine	8 18 6
6	Laube box making machinist	8 18 6
7	Molins single shell creasing and gluing machinist	8 18 6
8	Employee operating automatic carton gluing machine	8 11 6
9	Employee operating scoring and double-folding automatic tube gluing machine	8 13 0
10	Twin or single die-scoring, cutting and printing slide machinist	8 11 6
11	Carton cylinder press machinist	9 1 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	8 18 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size	8 15 6
14	Two-way or double cutter and scorer machinist	8 11 6
15	One-way rotary cutter and scorer machinist	8 11 6
16	Gang slitting machinist	8 11 6
17	Mounting machinist	8 11 6
18	Cylindrical tube winding machinist	8 11 6
19	Cylindrical tube cutting machinist	8 11 6
20	Assistant to machinist on any machine in this section	8 0 0
21	Employee working any other kind of machine	8 8 0
22	Storeman	8 8 0
23	Packer and/or despatcher	8 8 0
24	Feeder on carton cylinder machine	8 0 0
25	Any other adult male	7 16 0
26	An employee working on a night shift for a week shall be paid 16s. extra. If he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		
<i>Corrugated Board and Fibre Board Container Section.</i>		
		£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards ..	8 15 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine ..	8 15 6
3	Corrugated board machinist making one-faced boards ..	8 8 0
4	Corrugated board machinist's assistant ..	8 2 6
5	Fibre board (paster) machinist ..	8 15 6
6	Fibre board (paster) machinist's assistant ..	8 2 6
7	Corrugated board printing machinist ..	8 11 6
8	Corrugated board printing machinist's assistant ..	8 0 0
9	Fibre board printing machinist ..	8 11 6
10	Fibre board printing machinist's assistant ..	8 0 0
11	Corrugated board cutter and/or slotter ..	8 6 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment ..	8 8 6
13	Corrugated Board Slotter operating machine with printing attachment ..	8 6 6
14	Corrugated board sawyer ..	8 8 0
15	Corrugated board scorer and slitter ..	8 6 6
16	Corrugated board automatic scorer and slotter and slitter ..	8 6 6
17	Fibre board automatic scorer and slotter and slitter ..	8 6 6
18	Fibre board cutter and/or slotter and/or bender ..	8 6 6
19	Employee in charge of silicate dissolving plant ..	8 6 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work ..	8 4 0
21	Employee on dimpler machine ..	8 8 0
22	Employee engaged as assistant machinist or tailor-out or flier on cutter and/or slitter, saw machine, scorer, slotter and slitter, slotter and/or bender ..	7 18 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine ..	7 18 0
24	Corrugated board taping machinist ..	8 6 6
25	Employee working any other kind of machine ..	8 4 0
26	Power bale press machinist ..	7 18 0
27	Storeman ..	8 8 0
28	Packer and/or despatcher ..	8 8 0
29	Any other adult male ..	7 16 0
30	An employee working on a night shift for a week shall be paid 16s. extra. If he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES.		
<i>(Including non-adult females of at least five years' experience.)</i>		
		£ s. d.
1	Female head packer when employed as such ..	5 0 0
2	Packer ..	4 14 6
3	Female feeder employed on carton cylinder machine ..	4 17 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) When covered with paper ..	4 17 6
	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material) ..	5 4 0
5	Female employee—	
	(a) Controlling Stokes and Smith (or similar) covering machine ..	5 0 0
	(b) Controlling and/or setting up automatic carton gluing machine ..	5 0 0
	(c) Employed on any other machine used in cardboard box making, container making or carton making ..	4 16 0
6	Female carton maker, including puller out and stripper ..	4 14 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine ..	4 16 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines ..	4 16 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive) ..	5 3 6
	(b) from nine to fifteen employees (both inclusive) ..	5 15 0
	(c) over fifteen employees ..	6 2 6
10	Female employee not otherwise specified ..	4 8 0

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

4.

	Third Column. Weekly Wage.
Where the work is performed by a male junior—	
(i) Under 15 years of age	£ s. d. 1 13 9
(ii) Between 15 and 16 years of age	2 2 3
(iii) Between 16 and 17 years of age	2 14 6
(iv) Between 17 and 18 years of age	3 13 0
(v) Between 18 and 19 years of age	4 12 0
(vi) Between 19 and 20 years of age	5 11 3
(vii) Between 20 and 21 years of age	6 11 6
A junior working on a night shift for a week shall be paid 12s. extra. If he works less than a week he shall be paid <i>pro-rata</i> for the hours worked by him.	
Where the work is performed by a female junior—	
(i) First year's experience	1 13 6
(ii) Second year's experience	2 1 0
(iii) Third year's experience	2 11 9
(iv) Fourth year's experience	3 2 0
(v) Fifth year's experience	4 1 0

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following—"In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 68/10 for each full week worked on a *pro-rata* amount according to the time actually worked if less than a full week is worked."

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MONDAY, AUGUST 21.

[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 August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

PRINTERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1022 of the 29th November, 1949, shall be replaced by the following clauses:—

2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 10 8 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	9 18 0
	(b) For a second period of six months' probation	10 1 6
	(c) Thereafter the rate for a machine compositor	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLES "A"—ADULT MALES— <i>continued.</i>		£ s. d.
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	10 8 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	9 18 0
5	Operator of a Wells' cross-rule form machine	10 8 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	8 15 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine	9 18 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	8 15 6
9	Proof reader and/or reviser	10 1 6
10	Copy holder	8 6 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor)	9 18 0
12	Electrotypist (which shall include an employee preparing lead for matrix moulding purposes)	9 18 0
13	Stereotypist	9 18 0
14	Engraver on wood or metal	9 18 0
15	Letterpress machinist	9 18 0
16	Railway ticket printer—single machine	9 1 6
17	Railway ticket printer—multiple machine	9 3 6
18	Machinist working a flat-bed machine printing from a reel	9 18 0
19	Letterpress rotary machinist	9 18 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	8 18 6
21	Collapsible tube printing machinist	9 18 0
22	Universal process machine operator	9 18 0
23	Lithography—	
	(a) Artist and/or designer	10 4 6
	(b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	10 0 0
	(c) Lithographic pressman and/or lithographic manual transferer	9 18 0
	(d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates	8 8 0
	(Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	
	(e) Lithographic machinist, including lithographic tin printer	9 18 0
24	Photogravure machinist	9 18 0
25	Bookbinder	9 18 0
26	Marbler	9 18 0
27	Hand indexer	9 18 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	9 18 0
29	Finisher	9 18 0
30	Pocket-book maker	9 18 0
31	Ticket maker, turned-in work	9 18 0
32	Blotting pad maker	9 18 0
33	Portfolio maker	9 18 0
34	Person engaged in sawing and/or rolling books	9 18 0
35	Loose sheet cover maker	9 18 0
36	Edge-gilder	9 18 0
37	Leather cutter	9 18 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	8 11 6
39	Embossing machinist	9 18 0
40	Map and plan mounter and/or varnisher	9 18 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	9 18 0
42	Guillotine machine operator	9 18 0
43	Employee operating a milk bottle wad making machine	8 15 0
44	Waxer	8 13 0
45	Sheet varnishing and/or sheet gumming machinist	8 8 0
46	Rotary reel gumming machinist	8 11 6
47	Metal maker for slug-casting or type-casting machines or Filrod machines or stereotyping or electrotyping	8 4 0
48	Printing ink mixer and/or maker	8 5 0
49	Bronzing machine operator	8 8 0
50	Roller maker	8 5 0
51	Feeder on any kind of machine	8 0 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		
		£ s. d.
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	9 11 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	9 11 0
54	Storeman	8 8 0
55	Packer and/or despatcher	8 8 0
56	Any other adult male	7 16 0
57	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES: (Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	9 16 6
2	Female head packer when employed as such	5 1 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	5 1 6 5 0 6
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	4 19 6 4 19 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	4 19 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	4 19 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	4 19 6
8	Female copy holder	4 19 6
9	Female embosser	5 0 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	4 19 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of:— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	5 3 6 5 15 0 6 2 6
12	Females employees not otherwise specified	4 8 0

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior, not being an apprentice :	
Under 15 years of age	1 13 9
Between 15 and 16 years of age	2 2 3
Between 16 and 17 years of age	2 14 6
Between 17 and 18 years of age	3 13 0
Between 18 and 19 years of age	4 12 0
Between 19 and 20 years of age	5 11 3
Between 20 and 21 years of age	6 11 6
Where the work is performed by a male apprentice :	
First year	1 14 9
Second year	2 6 6
Third year	3 0 3
Fourth year	4 1 6
Fifth year	5 2 6
Sixth year	7 1 6
A junior working on a night shift for a week shall be paid 12s. per week extra, for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience	1 13 6
Second year's experience	2 1 0
Third year's experience	2 11 9
Fourth year's experience	3 2 0
Fifth year's experience	4 1 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force, except that sub-clause (b) of clause 1 of Schedule "A" shall be amended to read "The piece-work rate for machine composition shall be 9½d. per thousand ens, except where such work is done on a night shift, when the rate shall be 10d. per thousand ens. The earnings of piece-workers shall be calculated according to the foregoing rates, but to the aggregate earnings so calculated there shall be added the sum of 11s. 3d. If a piece-worker is employed for less than the number of hours constituting a full week, the amount to be added shall be proportionately reduced."



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MONDAY, AUGUST 21.

[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 August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

LIMEBURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 192 of the 9th March, 1950, shall be replaced by the following clause:—

2.

<i>Apprentices or Improvers. (Day Shift.)</i>	<i>Other Employees. (Day Shift.)</i>
Wages Per Week of 40 Hours.	Wages Per Week of 40 Hours.
<i>s. d.</i>	<i>s. d.</i>
16 years of age or under 69 0	Lime burner or feeder 170 6
17 years of age 79 0	Drawer 170 6
18 years of age 97 6	Crusher hand 168 0
19 years of age 120 6	Operator of a mechanical bagging machine 170 6
20 years of age 160 6	Hydrator attendant 180 0
	Lime screener 169 0
	Attendant on an automatic feeder 171 6
	Drawer's assistant 168 0
	Slack lime worker 168 0
	Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment) 167 0
	All others 163 0

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 163s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

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

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[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 August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 270 of the 4th April, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
GROUP A.	£ s. d.	£ s. d.
Action regulator	9 7 6	9 4 6
Tuner and/or action repairer	9 7 6	9 4 6
Player mechanic	9 7 6	9 4 6
Part maker	9 7 6	9 4 6
Side gluer	9 7 6	9 4 6
Sound board maker	9 7 6	9 4 6
Fly finisher	9 7 6	9 4 6
Maker and/or repairer of musical instruments	9 7 6	9 4 6
Player action assembler	9 2 6	8 19 6
Piano action assembler	9 2 6	8 19 6
Iron frame driller	8 10 0	8 7 0
Iron frame finisher by hand or spray	8 10 0	8 7 0
Spring and brass wire spinner	8 10 0	8 7 0
Veneer presser	8 10 0	8 7 0
Veneer scraper	8 10 0	8 7 0
Gluer up	8 10 0	8 7 0
Polisher	9 7 6	9 4 6
Spray hand	8 10 0	8 7 0
Employee rubbing down and/or filling and/or varnishing and/or staining	8 10 0	8 7 0
Gramophone case maker or fitter	9 7 6	9 4 6
Boult's carver machinist	9 7 6	9 4 6
Shaping machinist	9 7 6	9 4 6
Moulding machinist who grinds his own cutters	9 7 6	9 4 6
Wood turner	9 7 6	9 4 6
Router machinist	9 7 6	9 4 6
Linderman or similar jointer machinist who sets up and is in charge of his machine	9 7 6	9 4 6
Band and jig sawyer	9 0 0	8 17 0
Circular sawyer	9 0 0	8 17 0
Dovetailer machinist	9 0 0	8 17 0
Buzzer machinist	9 0 0	8 17 0
Planer machinist	9 0 0	8 17 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>GROUP A—continued.</i>		
Thickener machinist	£ 9 0 0	£ 8 17 0
Glue jointer machinist	9 0 0	8 17 0
Tenoner machinist	9 0 0	8 17 0
Copying or automatic lathe—employee setting up or operating	9 0 0	8 17 0
Morticer machinist	9 0 0	8 17 0
Triple drum sander	9 0 0	8 17 0
Multiple borer machinist (three or more bits) who sets up and operates	9 0 0	8 17 0
Moulding machinist who does not grind his own cutters	9 0 0	8 17 0
Sander machinist	8 10 0	8 7 0
Boring machinist (less than three bits)	8 10 0	8 7 0
All other machinists	8 10 0	8 7 0
Timber bender	8 10 0	8 7 0
Timber stacker	7 15 0	7 12 0
Yardman	7 15 0	7 12 0
Tailer-out	7 15 0	7 12 0
Employees not otherwise classified	7 3 0	7 0 0
<i>Females.</i>		
Veneer matcher	6 5 0	6 2 9
Upholstress	6 5 0	6 2 9
All others	5 9 0	5 6 9
<i>GROUP B.</i>		
<i>Leading Hands.</i>		
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		

EXTRA RATES.

3. (a) Employees engaged as cabinet makers, and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d., a week as a tool allowance.

Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

(b) The extra rates prescribed herein shall not be subject to any premium or penalty additions.

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
<i>Five-year Term—</i>		
1st year's experience	39 6	38 6
2nd year's experience	55 6	54 6
3rd year's experience	74 0	72 6
4th year's experience	117 0	114 6
5th year's experience	146 0	143 0
<i>Four-year term—</i>		
1st year's experience	45 0	44 0
2nd year's experience	73 6	72 0
3rd year's experience	117 0	114 6
4th year's experience	146 0	143 0
<i>Male Improvers.</i>		
Under 16 years of age	34 0	33 0
16 and under 17	39 6	38 6
17 and under 18	55 6	54 6
18 and under 19	74 0	72 6
19 and under 20	117 0	114 6
20 and under 21	145 0	142 0
<i>Female Apprentices.</i>		
1st year's experience	48 0	47 0
2nd year's experience	70 0	68 6
3rd year's experience	93 0	91 0
4th year's experience	106 6	104 0
<i>Female Improvers.</i>		
16 years and under	34 6	33 6
17 years	48 0	47 0
18 years	70 0	68 6
19 years	93 0	91 0
20 years	106 6	104 0

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

[4477]



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No. 653]

MONDAY, AUGUST 21.

[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 August, 1950.

Dated at Melbourne, this
16th day of August, 1950.

RAY H. BEERS,
Secretary for Labour.

ORGAN BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 265 of the 31st March, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Group A.		
Organ builder	£ s. d.	£ s. d.
Employee erecting, dismantling or repairing organs	9 7 6	9 4 6
Wood worker	9 7 6	9 4 6
Voicer	9 7 6	9 4 6
Tuner	9 7 6	9 4 6
Metal pipe maker	9 7 6	9 4 6
Polisher	9 7 6	9 4 6
Spray hand	8 10 0	8 7 0
Employee rubbing down and/or filling and/or varnishing and/or staining	8 10 0	8 7 0
Employees not otherwise classified	7 3 0	7 0 0
Group B.		
LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9/- per week extra; more than ten and not more than twenty employees, 18/- per week extra; more than twenty employees 27/- per week extra.		

EXTRA RATES.

3. (a) Employees engaged as cabinet makers, and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2/6 a week as a tool allowance.

Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

(b) The extra rates prescribed herein shall not be subject to any premium or penalty additions.

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

										<i>Apprentices.</i>		
Five-year Term—										<i>s.</i>	<i>d.</i>	
1st year's experience	39	6
2nd year's experience	55	6
3rd year's experience	74	0
4th year's experience	117	0
5th year's experience	146	0
Four-year Term—												
1st year's experience	45	0
2nd year's experience	73	6
3rd year's experience	117	0
4th year's experience	146	0
										<i>Improvers.</i>		
Under 16 years of age	34	0
16 and under 17	39	6
17 and under 18	55	6
18 and under 19	74	0
19 and under 20	117	0
20 and under 21	145	0

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



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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

PLATE GLASS BOARD.

Classes 2 and 3 of the Determination published in *Government Gazette* No. 271 of the 4th April, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults, Journeymen or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A.		
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutter	9 7 6	9 4 6
Beveller	9 7 6	9 4 6
Employee in charge of laminating room	9 7 6	9 4 6
Autoclave attendant	9 0 0	8 17 0
Furnace operator	9 0 0	8 17 0
Edge workers excluding those employed on automatic or semi-automatic machines	9 0 0	8 17 0
Edge workers employed on automatic or semi-automatic machines	8 10 0	8 7 0
Edge sealer	8 10 0	8 7 0
Employee packing, unpacking or issuing glass	8 10 0	8 7 0
<i>Females.</i>		
Females engaged on scratch polishing machines	5 17 0	5 14 9
Females engaged in inspecting and testing	5 13 0	5 10 9
All other work	5 9 0	5 6 9
GROUP B.		
OTHER GLASS SECTION.		
Painter or Designer on glass	9 14 6	9 11 6
Pencil hand embosser	9 7 6	9 4 6
Tradesman, i.e., an employee who has completed indenture of apprenticeship or an adult employee who has been trained for not less than four years as a beveller, silverer, glazier, glass cutter, glass bender, glass blocker, scratch polisher, sand blaster	9 7 6	9 4 6
Tradesman's assistant, i.e., an adult employee other than a tradesman who assists a tradesman, but does not do tradesman's work or is employed in checking, recording, packing or unpacking glass	8 10 0	8 7 0
Rubber out embosser	8 10 0	8 7 0
Cementer	8 10 0	8 7 0
Employee turning one lead from mill for leaded light glazier	8 10 0	8 7 0
Assistant to a silverer employed lifting and/or painting and/or cleaning silvered glass ..	7 18 0	7 15 0
GROUP C.		
<i>Leading Hands.</i>		
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.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

Male Apprentices.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	s. d.	s. d.
<i>Five Year Term.</i>		
1st year's experience	39 6	38 6
2nd year's experience	55 6	54 6
3rd year's experience	74 0	72 6
4th year's experience	117 0	114 6
5th year's experience	146 0	143 0
<i>Four Year Term.</i>		
1st year's experience	45 0	44 0
2nd year's experience	73 6	72 0
3rd year's experience	117 0	114 6
4th year's experience	146 0	143 0
<i>Improvers (Males).</i>		
Under 16 years of age	34 0	33 0
16 and under 17	39 6	38 6
17 and under 18	55 6	54 6
18 and under 19	74 0	72 6
19 and under 20	117 0	114 6
20 and under 21	145 0	143 0
<i>Female Apprentices.</i>		
1st year's experience	48 0	47 0
2nd year's experience	70 0	68 6
3rd year's experience	93 0	91 0
4th year's experience	106 6	104 0
(A female shall not be apprenticed until she is 16 years of age)		
<i>Female Improvers.</i>		
16 years and under	34 6	33 6
17 years	48 0	47 0
18 years	70 0	68 6
19 years	93 0	91 0
20 years	106 6	104 0

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

[4481]



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MONDAY, AUGUST 21.

[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 August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 853 of the 23rd September, 1949, shall be replaced by the following clause:—

2.

WAGES.

Juvenile Workers.

	Per Week of 40 Hours.	
	Female Juveniles Employed at Selecting.	All Other Juvenile Workers.
	<i>s. d.</i>	<i>s. d.</i>
16 years of age or under	78 9	78 9
17 years of age	100 9	100 9
18 " "	122 9	122 9
19 " "	142 9	142 9
20 " "	Adult female rate	177 6

Per Week of 40 Hours.

	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Other Employees.</i> Females employed at selecting	169 0	4 0	173 0
Other persons employed at casing factories	208 6	4 0	212 6

Wages per Day.

Monday to Friday, inclusive.

	Daily Rate.	War Loading (Non-Adjustable).	Total Daily Wage.
	<i>s. d.</i>	<i>d.</i>	<i>s. d.</i>
Pullers-off and strippers	41 8½	9½	42 6

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

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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1950.

Dated at Melbourne, this
18th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

SOFTGOODS—WHOLESALE—BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 464 of the 25th May, 1950, 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.	
Experience.	Commencing Age.						<i>s. d.</i>	
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>							<i>Males.</i> Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department 203 0 Salesmen and all employees assisting in sales 192 0	
1st year ..	49 3	49 3	65 9	74 0	98 9	143 6		
2nd	65 9	74 0	82 0	111 0	143 6	..		
3rd	79 6	93 0	120 9	143 6	..	..
4th	96 0	123 6	143 6	..	..	..
5th	116 3	143 6	..	..	..	..
6th	143 6	..	..	..	..	..
<i>Females.</i>							<i>Females.</i> Females employed in Millinery, Mantles, Corsets, Under-clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments— Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department 152 3 Other saleswomen 144 0 Females employed in any other Departments— Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department 203 0 Other saleswomen 192 0	
1st year ..	36 9	36 9	49 3	55 6	74 0	108 0		
2nd	49 3	55 6	61 9	83 3	108 0	..		
3rd	59 6	70 0	90 3	108 0	..	..
4th	71 9	92 6	108 0	..	..	..
5th	87 3	108 0	..	..	..	..
6th	108 0	..	..	..	..	..
PROPORTION (IN ANY PLACE). <i>Apprentices.</i> One apprentice to three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to each worker receiving not less than the minimum wage.								

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

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

