



# VICTORIA GOVERNMENT GAZETTE.

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No. 674]

THURSDAY, AUGUST 24.

[1950

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
23rd day of August, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination made on the 28th March, 1950, and in force on the 28th March, 1950, shall be replaced by the following clause:—

2. (a)

#### JUNIORS.

WAGES PER WEEK OF 40 HOURS.

MALES.				FEMALES.			
£ s. d.				£ s. d.			
Under 16 years of age	..	..	.. 2 7 6	Under 16 years of age	..	..	.. 2 7 6
16 years of age	..	..	.. 2 15 0	At 16 years of age	..	..	.. 2 13 6
16½ " " " "	..	..	.. 2 19 6	At 16½ " " " "	..	..	.. 2 18 6
17 " " " "	..	..	.. 3 6 0	At 17 " " " "	..	..	.. 3 5 0
17½ " " " "	..	..	.. 3 12 0	At 17½ " " " "	..	..	.. 3 11 0
18 " " " "	..	..	.. 4 5 6	At 18 " " " "	..	..	.. 3 16 6
18½ " " " "	..	..	.. 4 15 0	At 18½ " " " "	..	..	.. 4 2 6
19 " " " "	..	..	.. 5 2 6	At 19 " " " "	..	..	.. 4 8 0
19½ " " " "	..	..	.. 5 16 0	At 19½ " " " "	..	..	.. 4 13 0
20 " " " "	..	..	.. 6 2 6	At 20 " " " "	..	..	.. 4 18 6
20½ " " " "	..	..	.. 6 9 6	At 20½ " " " "	..	..	.. 5 5 0

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d)

### OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.

Woolen and Worsted Section.

**ADULT MALES.**

f. g. d.

	1911-12.	1912-13.	1913-14.
Assistant foreman and/or overlooker .. .. .	2	2	2
Wool Sorting and Wool Scouring and Carbonising Department—			
Wool sorters .. .. .	9	3	8
Neutraliser attendant overlooking bowls in carbonizing plant .. .. .	8	13	8
Wool scourers and/or carbonisers (other than foremen) responsible for mixing of liquor and working of bowls .. .. .	8	11	0
Neutraliser attendant .. .. .	8	8	0
Acid bowl attendant .. .. .	8	8	0
Burr crushing machine attendant .. .. .	8	5	0
Truckers, pressers, and/or storemen substantially employed as such .. .. .	8	5	0
Wool top packers .. .. .	7	15	0
All other machine operators and/or attendants .. .. .	7	14	0
Waste Room—			
Leading hand .. .. .	8	0	0
Operators and/or attendants .. .. .	7	14	0
Wiley House—			
Leading hand .. .. .	8	0	0
Teasing machine or batch floor operators and/or attendants .. .. .	7	15	0
Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—			
Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants) .. .. .	8	1	0
Leading hands .. .. .	8	0	0
Machine operators and/or attendants .. .. .	7	14	0
Conditioning house employees (wherever employed) .. .. .	7	11	0
Carding Department—			
Head fettler (leading hand in carding room) .. .. .	8	0	0
Fettlers .. .. .	7	16	0
All other machine operators and/or attendants .. .. .	7	14	0
Combing Department—			
Comb mechanic .. .. .	7	18	0
Combing and backwash machine operators .. .. .	7	16	0
All other machine operators and/or attendants .. .. .	7	14	0
Drawing, Spinning, Twisting and Winding (including Weft) Departments—			
Men in charge of one pair of spinning mules—			
Worsted .. .. .	7	19	0
Woolen .. .. .	7	17	0
All other machine operators and/or attendants .. .. .	7	14	0
Doffers .. .. .	7	5	0
Jobber .. .. .	7	18	0
Pin Setting Department—			
Pin setter—			
1st year's experience .. .. .	7	10	0
2nd year's experience .. .. .	7	15	0
Thereafter—			
Faller pin setter and porcupine setter .. .. .	8	6	0
Comb circle and French comb cylinder setter .. .. .	8	14	0
Roller Covering Department—			
Roller (leather or cork) coverer—			
1st year's experience .. .. .	7	9	0
2nd year's experience .. .. .	7	13	0
Thereafter .. .. .	8	4	0
'Roller coverers' assistants .. .. .	7	9	0
Warping Department—			
Combined warping and sizing machine operator .. .. .	8	1	0
Warpers and/or beamers .. .. .	7	16	0
Size machine hands .. .. .	7	14	0
Croelers .. .. .	7	8	0
Warper (using weaving attachment) .. .. .	8	1	0
Warp Drawing and Warp Twisting Department—			
Drawers and/or twistors in—			
1st year's experience .. .. .	7	8	0
2nd year's experience .. .. .	7	13	0
Thereafter—			
Twisters-in .. .. .	8	1	0
Drawers-in .. .. .	8	6	0
Warp tiers .. .. .	7	11	0
Weaving Department—			
Box loom tuners—			
1st year's experience .. .. .	7	11	0
2nd year's experience .. .. .	7	17	0
Thereafter .. .. .	8	14	0
Plain loom tuners—			
1st year's experience .. .. .	7	9	0
2nd year's experience .. .. .	7	15	0
Thereafter .. .. .	8	9	0
Card and/or chain makers .. .. .	7	14	0
Pattern weavers .. .. .	8	4	0
Weavers—			
1st six months' experience .. .. .	7	11	0
Thereafter .. .. .	7	17	0
Beam lifter and loom gaiter .. .. .	7	14	0
Perchers .. .. .	7	13	0
Piece Scouring and Dyeing Department—			
Leading hand .. .. .	8	0	0
Milling, scouring and/or washing machine or piece dyeing operators .. .. .	7	16	0
Wet crabber operators .. .. .	7	16	0
Other operators and/or attendants .. .. .	7	14	0





## OTHER EMPLOYEES—ADULT MALES—continued.

## £ s. d.

### Loom Tuners—

### Loom Tuners—

Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms:—

	1st year's experience	.. .. .	.. .. .	.. .. .	7	11	0
	2nd year's experience	.. .. .	.. .. .	.. .. .	7	19	0
	Thereafter	.. .. .	.. .. .	.. .. .	8	14	0
<b>Wilton plain looms :—</b>							
	1st year's experience	.. .. .	.. .. .	.. .. .	7	9	0
	2nd year's experience	.. .. .	.. .. .	.. .. .	7	16	0
	Thereafter	.. .. .	.. .. .	.. .. .	8	9	0

**Weavers—**

Gripper loom, spool gripper loom and spool Axminster looms :—

1st six months' experience	..	..	..	..	..	..	7	13	0
2nd six months' experience	..	..	..	..	..	..	7	19	0
Thereafter	..	..	..	..	..	..	8	4	0
Wilton Jacquard looms :—									
1st six months' experience	..	..	..	..	..	..	7	13	0
2nd six months' experience	..	..	..	..	..	..	7	19	0
Thereafter	..	..	..	..	..	..	8	2	0
Wilton plain looms	..	..	..	..	..	..	7	17	0
Loom Creeler	..	..	..	..	..	..	7	9	0

Finishing Department—

Brushing machine	..	..	..	..	..	..	7 12 0
Steaming machine	..	..	..	..	..	..	7 12 0
Shearing machine	..	..	..	..	..	..	7 15 0
Roll and measuring machine	..	..	..	..	..	..	7 12 0
Back starching ..	..	..	..	..	..	..	7 12 0
Other machine operators and/or attendants	..	..	..	..	..	..	7 12 0

Warehouse—

[illegible]

**General—**

Solderer ..	..	..	..	..	..	7	14	0
Card Stammers ..	..	..	..	..	..	7	14	0
Oilers and Cleaners	..	..	..	..	..	7	11	0
Other male labour not elsewhere specified	..	..	..	..	..	7	2	0

### Elastic Webbing.

### Loom Tuners—

1st year's experience ..	..	..	..	..	..	..	7 19 0
2nd year's experience ..	..	..	..	..	..	..	8 4 0
Thereafter ..	..	..	..	..	..	..	8 9 0

**Weavers—**

1st six months' experience	..	..	..	..	..	..	..	7 12 0
2nd six months' experience	..	..	..	..	..	..	..	7 17 0
Thereafter .. .. .	..	..	..	..	..	..	..	7 19 0

### Braiders and Rubber-coverers—

All workers ..	..	..	..	..	7 12	0
1st three months' experience ..	..	..	..	..	7 15	0
2nd three months' experience ..	..	..	..	..	7 17	0
Thereafter ..	..	..	..	..	7 14	0
House employees ..	..	..	..	..	7 16	0
Carpers ..	..	..	..	..	7 14	0
Finishing Machine Operators ..	..	..	..	..	7 13	0
Finders ..	..	..	..	..	7 11	0
Learn Storemen ..	..	..	..	..	7 8	0
Packers and Despatchers ..	..	..	..	..	7 2	0
Other male labour not elsewhere specified ..	..	..	..	..	..	..

### Mercerising.

### Warp Mercerising—

Man in Charge .. .. .	8	1	0
Machine Operators .. .. .	7	14	0
Quilling Operators .. .. .	7	13	0
Twisters .. .. .	7	14	0
Reelers .. .. .	7	13	0
Cone Winders .. .. .	7	13	0
Yarn Storemen .. .. .	7	19	0
Packers and Despatchers .. .. .	7	14	0
Other male labour not elsewhere specified .. .. .	7	2	0

## Printing Woven Fabrics.

	8	4	0
Roller machine printer .. .. .	..	..	..
Man designing on copper rollers .. .. .	..	..	..
All other employees engaged on roller machine printing process .. .. .	..	..	..
Textile and fabric printers (hand painting) .. .. .	..	..	..
Textile and fabric printers (screen printing) .. .. .	..	..	..
Printing Room assistants .. .. .	..	..	..
Measuring and blocking machine operators .. .. .	..	..	..
Calender operator .. .. .	..	..	..
Dye House—machine operators and/or attendants .. .. .	..	..	..
Stenter operator .. .. .	..	..	..
Leading Hand employed on steaming .. .. .	..	..	..
Leading Hand employed on colour mixing .. .. .	..	..	..
Warehouse—operators and/or attendants .. .. .	..	..	..
Other male labour not elsewhere specified .. .. .	..	..	..

## ADULT FEMALES.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
<b>WOOLLEN AND WORSTED SECTION.</b>			
<i>Combing Department.</i>			
Combing and Backwash machine operators .. .. .	£ s. d. 5 6 6	£ s. d. 5 9 6	£ s. d. 5 12 6
All other machine operators and/or attendants .. .. .	5 6 6	5 9 6	5 12 6
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>			
All machine operators and/or attendants .. .. .	5 6 6	5 9 6	5 12 6
<i>Warping Department.</i>			
Warpers using wave motion .. .. .	5 6 6	5 11 6	5 16 6
Warpers .. .. .	5 6 6	5 10 6	5 14 6
<i>Weaving Department.</i>			
Weavers .. .. .	5 6 6	5 10 6	5 16 6
<i>Mending and Darning Department.</i>			
Examiners and/or passers of pieces after mending .. .. .	5 13 6	5 13 6	6 0 6
Worsted menders and darners .. .. .	5 11 6	5 11 6	5 16 6
Other menders and darners (except flannel and blanket menders) .. .. .	5 6 6	5 9 6	5 14 6
Other examiners and passers .. .. .	5 6 6	5 9 6	5 12 6
Whipping machinists .. .. .	5 6 6	5 9 6	5 12 6
Knotters and burlers.. .. .	5 6 6	5 9 6	5 12 6
<i>Finishing Department.</i>			
Operators and/or attendants .. .. .	5 6 6	5 9 6	5 12 6
<i>Warehouse (Yarn and/or Cloth).</i>			
Machine operators and attendants .. .. .	5 6 6	5 9 6	5 12 6
Other warehouse employees including packers .. .. .	5 6 6	5 9 6	5 9 6
<i>General.</i>			
Recorders .. .. .	5 6 6	5 9 6	5 12 6
All other females in any section not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6

## COTTON SECTION.

<i>(a) Spinning Section.</i>			
<i>Combing section—</i>			
Combing tenter .. .. .	5 6 6	5 9 6	5 12 6
<i>Drawing frame section—</i>			
Draw frame tenter.. .. .	5 6 6	5 9 6	5 12 6
<i>Slubbers—</i>			
Slubber tenter .. .. .	5 6 6	5 9 6	5 12 6
Back tenter .. .. .	5 6 6	5 9 6	5 9 6
<i>Intermediate—</i>			
Intermediate tenter .. .. .	5 6 6	5 9 6	5 12 6
Back tenter .. .. .	5 6 6	5 9 6	5 9 6
<i>Rovers—</i>			
Rover tenter .. .. .	5 6 6	5 9 6	5 12 6
Back tenter .. .. .	5 6 6	5 9 6	5 9 6
<i>Ring spinning department—</i>			
Ring spinner .. .. .	5 6 6	5 9 6	5 12 6
Head doffer .. .. .	5 12 6	5 12 6	5 12 6
Doffer .. .. .	5 6 6	5 9 6	5 9 6
<i>Winding department—</i>			
Winders .. .. .	5 6 6	5 9 6	5 12 6
<i>Doubling department—</i>			
Doublers .. .. .	5 6 6	5 9 6	5 12 6
Doffers .. .. .	5 6 6	5 9 6	5 9 6
<i>General—</i>			
Recorders .. .. .	5 6 6	5 9 6	5 12 6
Roller coverers assistants .. .. .	5 6 6	5 9 6	5 9 6
Packers .. .. .	5 6 6	5 9 6	5 9 6
Adult females in any section not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6

## ADULT FEMALES—continued.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
(b) Weaving Section.			
Winding department—	£ s. d.	£ s. d.	£ s. d.
Winders .. .. .	5 6 6	5 9 6	5 12 6
Warping and beaming department—			
Warpers and/or beamers .. .. .	5 6 6	5 9 6	5 14 6
Creelers .. .. .	5 6 6	5 9 6	5 9 6
Twisting-in and drawing-in department—			
Twisters-in .. .. .	5 9 6	5 12 6	5 16 6
Drawers-in .. .. .	5 9 6	5 12 6	5 16 6
Reachers-in .. .. .	5 6 6	5 9 6	5 12 6
Weaving department—			
Weavers .. .. .	5 6 6	5 10 6	5 16 6
Battery fillers .. .. .	5 6 6	5 9 6	5 9 6
General			
Cloth examiners, finished cloth .. .. .	5 13 6	5 13 6	6 0 6
Card cutters and/or chain makers .. .. .	5 6 6	5 9 6	5 12 6
Recorders .. .. .	5 6 6	5 9 6	5 12 6
Cloth pickers .. .. .	5 6 6	5 9 6	5 12 6
Warehouse employees including packers .. .. .	5 6 6	5 9 6	5 9 6
Splicers and creelers (Tyre Cord) .. .. .	5 6 6	5 9 6	5 9 6
All adult females in any section not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6
MISCELLANEOUS SECTION.			
Braids, Tassels, Labels and Ribbons Section.			
Assistant forewomen and/or overlooker .. .. .	6 1 6	6 1 6	6 1 6
Weavers .. .. .	5 6 6	5 10 6	5 16 6
Warpers .. .. .	5 6 6	5 10 6	5 14 6
Other machine operators and/or attendants .. .. .	5 6 6	5 9 6	5 12 6
Recorders .. .. .	5 6 6	5 9 6	5 12 6
Warehouse employees including packers .. .. .	5 6 6	5 9 6	5 9 6
Other females not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6
Carpet Section.			
Assistant forewoman and/or overlooker .. .. .	6 1 6	6 1 6	6 1 6
Weavers .. .. .	5 6 6	5 10 6	5 16 6
Setters and spool setters .. .. .	5 6 6	5 10 6	5 14 6
Creelers .. .. .	5 6 6	5 9 6	5 12 6
Threaders .. .. .	5 6 6	5 9 6	5 12 6
Examiners and menders .. .. .	5 6 6	5 9 6	5 12 6
Card stampers and lacers .. .. .	5 6 6	5 9 6	5 12 6
Winders .. .. .	5 6 6	5 9 6	5 12 6
Whippers, fringers, trimmers and pickers .. .. .	5 6 6	5 9 6	5 12 6
Other machine operators and/or attendants .. .. .	5 6 6	5 9 6	5 12 6
Other females not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6
Elastic Webbing Section.			
Assistant forewoman and/or overlooker .. .. .	6 1 6	6 1 6	6 1 6
Weavers .. .. .	5 6 6	5 10 6	5 16 6
Braiders and/or rubber-coverers .. .. .	5 6 6	5 9 6	5 12 6
Warpers .. .. .	5 6 6	5 9 6	5 12 6
Examiners .. .. .	5 6 6	5 9 6	5 12 6
Winders .. .. .	5 6 6	5 9 6	5 12 6
Packers and despatchers .. .. .	5 6 6	5 9 6	5 9 6
All other machinists .. .. .	5 6 6	5 9 6	5 12 6
Other females not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6
Mercerising Section.			
Assistant forewoman and/or overlooker .. .. .	6 1 6	6 1 6	6 1 6
Quillers .. .. .	5 6 6	5 9 6	5 12 6
Reelers .. .. .	5 6 6	5 9 6	5 12 6
Winders .. .. .	5 6 6	5 9 6	5 12 6
Other females not elsewhere specified .. .. .	5 6 6	5 6 6	5 6 6
PRINTING WOVEN FABRICS SECTION.			
Technical drawers and/or designers .. .. .	5 6 6	5 9 6	5 12 6
Textile fabric printers (hand painting) .. .. .	5 6 6	5 9 6	5 12 6
Textile fabric printers (screen printing) .. .. .	5 6 6	5 9 6	5 9 6
Screen room and/or photographers' assistants .. .. .	5 6 6	5 9 6	5 12 6
Examiners of finished fabrics (including perchers) .. .. .	5 6 6	5 9 6	5 12 6
Pinner .. .. .	5 6 6	5 9 6	5 9 6
Storewomen .. .. .	5 6 6	5 9 6	5 9 6
Recorders .. .. .	5 6 6	5 9 6	5 9 6
Packers and/or warehouse women .. .. .	5 6 6	5 9 6	5 9 6

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

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Published by Authority.

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No. 675]

THURSDAY, AUGUST 24.

[1950

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
23rd day of August, 1950.

RAY. H. BEERS;  
Secretary for Labour.

## GROCERS' SUNDRIES BOARD.

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

2. (a)

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.		FEMALES.				
Age.	Wages.	Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).	Total Weekly Wages.
	Per Week.		Per Week.	Per Week.	Per Week.	Per Week.
	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years of age .. .. .	58 9	Under 16 years of age ..	34 9	2 3	2 9	39 9
16 years of age and under 17 years of age ..	65 9	16 to 17 years of age ..	36 6	2 6	2 9	41 9
17 years of age and under 18 years of age ..	78 6	17 to 18 years of age ..	45 0	3 0	3 6	51 6
18 years of age and under 19 years of age ..	93 0	18 to 19 years of age ..	49 6	3 3	4 0	56 9
19 years of age and under 20 years of age ..	107 9	19 to 20 years of age ..	57 6	3 9	4 6	65 9
20 years of age and under 21 years of age ..	128 9	20 to 21 years of age ..	65 6	4 3	5 3	75 0

PROPORTION (within any Factory or Place.)

### Apprentices.

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

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

### Candle Section.

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

## Improvers.

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

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

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

*Candle or Soap and Soda Sections.*

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

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

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

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

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

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

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

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

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

(b)

## OTHER EMPLOYEES.

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

## OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men .. .. .	8 17 0	8 14 0
Convertor men .. .. .	8 17 0	8 14 0
Flour mixers or men feeding mixers and/or bagging dry gluten .. .. .	8 12 0	8 9 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers .. .. .	8 9 6	8 6 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .	8 9 6	8 6 6
Pumpmen .. .. .	8 7 0	8 4 0
Leading hands—10s. per week additional .. .. .		
All other male adults .. .. .	8 2 0	7 19 0
All female adults .. .. .	4 6 6	4 5 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products .. .. .	9 2 0	8 19 0
Paste makers .. .. .	8 8 0	8 5 0
Hydraulic press attendants .. .. .	8 8 0	8 5 0
Women working in dough room and vermicelli twisting and spaghetti spreading .. .. .	4 11 6	4 10 0
All other male adults .. .. .	8 2 0	7 19 0
All other female adults .. .. .	4 6 6	4 5 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers .. .. .	8 17 0	8 14 0
Men in charge of and working rollers .. .. .	8 17 0	8 14 0
Men in charge of and working at toasting flakes or biscuits (oven men) .. .. .	8 17 0	8 14 0
Grinding and milling machinists .. .. .	8 8 0	8 5 0
Fillers and/or makers .. .. .	8 8 0	8 5 0
Pressmen .. .. .	8 8 0	8 5 0
Conveyor workers .. .. .	8 8 0	8 5 0
Leading hands—10s. per week additional .. .. .		
All other male adults .. .. .	8 2 0	7 19 0
All female adults .. .. .	4 6 6	4 5 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants .. .. .	9 4 6	9 1 6
Vacuum pan attendants .. .. .	8 17 0	8 14 0
Men operating and in charge of grain crushers, mixing and filling machines .. .. .	8 14 6	8 11 6
Men working at and in charge of dehydrators .. .. .	8 14 6	8 11 6
Man working at and in charge of store .. .. .	8 13 0	8 10 0
Man working at and in charge of spent grain bins .. .. .	8 13 0	8 10 0
All other adult males .. .. .	8 9 0	8 6 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers .. .. .	9 4 6	9 1 6
Man engaged on cornflour packing machine .. .. .	8 17 0	8 14 0
Convertor men .. .. .	8 17 0	8 14 0
Man in charge of and working at macerators .. .. .	8 17 0	8 14 0
Vacuum pans men .. .. .	8 17 0	8 14 0
Men in charge of and working in drip rooms .. .. .	8 17 0	8 14 0
Dextrine and/or custard mixer and/or blender .. .. .	8 14 0	8 11 0
Weighbridge attendants .. .. .	8 14 0	8 11 0
Steepmen .. .. .	8 12 0	8 9 0
Millers' assistants .. .. .	8 12 0	8 9 0
Feed dryers .. .. .	8 12 0	3 9 0
Silk reel repairers .. .. .	8 9 6	8 6 6
Men engaged on char filters .. .. .	8 9 6	8 6 6
Char kilnmen .. .. .	8 9 6	8 6 6
Oliver filtermen .. .. .	8 9 6	8 6 6
Oil expeller men .. .. .	8 9 6	8 6 6
Reels and cracker men .. .. .	8 9 6	8 6 6
Neutralizer men .. .. .	8 9 6	8 6 6
Drip room men .. .. .	8 9 6	8 6 6
Maize receiving and cleaning operators .. .. .	8 7 0	8 4 0
Sample men .. .. .	8 7 0	8 4 0
Liquor presses .. .. .	8 7 0	8 4 0
Feed press valve men .. .. .	8 7 0	8 4 0

## OTHER EMPLOYEES—continued.

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

## OTHER EMPLOYEES—continued.

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

*Hot Places.*

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

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 676]

THURSDAY, AUGUST 24.

[1950

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
23rd day of August, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 29 and 30 of the Determination published in *Government Gazette* No. 311 of the 9th May, 1950, shall be replaced by the following clauses:—

### SECTION A. SHEEP AND LAMBS.

#### 2. (a) Rates of Pay—

##### (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 6d. plus 1½d. war loading (total 6s. 7½d.)	}	Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
per 100 sheep or lambs slaughtered		
To slaughtermen employed in Group B, 6s. 8d. plus 1s. 1½d. war loading (total 6s. 9½d.)		
per 100 sheep or lambs slaughtered		

##### To learners—

For the first 21 days of employment—

41s. 3½d. plus 1s. 2½d. war loading (total 42s. 5½d.) per day.

Thereafter until considered competent by the employer—

47s. 8¾d. plus 1s. 2½d. war loading (total 48s. 10½d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 75s. 2d. plus 1s. 3d. war loading (total 76s. 5d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 6d. plus 1½d. war loading (total 6s. 7½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 6s. 8d. plus 1s. 1½d. war loading (total 6s. 9½d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 75s. 2d. plus 1s. 3d. war loading (total 76s. 5d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 84 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 4s. 7½d. shall be added in accordance with clause 40.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 4d. plus 1d. war loading (total 4s. 5d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 40.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on .. .. 69s. 1·73d. plus 1s. 3d. war loading (total 70s. 4·73d.) per 100 calves.

Calves 100 lb. and under, skin off .. .. 98s. 0·4d. plus 1s. 3d. war loading (total 99s. 3·4d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on .. .. 87s. 10·21d. plus 1s. 3d. war loading (total 89s. 1·21d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off .. .. 124s. 5·945d. plus 1s. 3d. war loading (total 125s. 8·945d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on .. .. 105s. 4·37d. plus 1s. 3d. war loading (total 106s. 7·37d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off .. .. 154s. 3·305d. plus 1s. 3d. war loading (total 155s. 6·305d.) per 100 calves.

Calf skimmers engaged skinning cold calves—

48s. 3·92d. plus 1s. 2½d. war loading (total 49s. 6·32d.) per day.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

NOTE.—To the daily earnings of each pieceworker (other than Calf skimmers engaged skinning cold calves) the sum of 4s. 7½d. shall be added in accordance with clause 40.

## 5. (a) Rates of pay to men slaughtering pigs—

## Pigs.

## Machine debaired—

Up to 100 lb.	..	..	..	12.505d. per head
101 lb. to 200 lb.	..	..	..	16.539d. per head
Over 200 lb.	..	..	..	27.246d. per head

Total.

## Hand scudded—

Up to 100 lb.	..	..	..	21.448d. per head
101 lb. to 200 lb.	..	..	..	27.246d. per head
Over 200 lb.	..	..	..	43.333d. per head

These rates include 4 per cent. war loading.

If pigs are put through singeing machine 6½d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 40.

## RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices, which in respect of beef, mutton, pork, or veal shall not apply until the following daily quota has been completed:—

## (a) (i) Beef, 9½ bodies.

## (ii) Mutton, 65 carcasses.

## (iii) Veal—

Up to 60 lb., 57 carcasses	..	..	..	..	..
61 lb. to 120 lb., 38 carcasses	..	..	..	..	..
121 lb. to 200 lb., 19 carcasses	..	..	..	..	..
Over 200 lb. to be paid for at beef prices.	..	..	..	..	..

Veal to be ribbed out, or birdcaged.

## (iv) Pork—

(1) When boned out and rinded and defatted to the satisfaction of the employer—1,900 lb. per day.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2,490 lb.

## (b) Piece-work prices referred to above are—

(i) Mutton, 10.426d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 1½d. for each carcass ribbed out and birdcaged.

Sheep over 64 lb. to be paid for at rate and a half.

For the purposes of this sub-clause—

Two flying foxes shall equal one carcass.  
Three trunks shall equal two carcasses.  
Three pairs of legs shall equal one carcass.  
Three pairs of loins shall equal one carcass.  
Three pairs of hindquarters shall equal two carcasses.  
Five pairs of fore-quarters shall equal two carcasses.  
One trunk with chump attached shall equal one carcass.

(ii) Beef, 5s. 2.56d. and 1s. 3.64d. respectively for each additional body or quarter of beef (all-in-weight) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

Five briskets shall equal one-quarter of beef.  
Two rumps and loins shall equal one-quarter of beef.  
Four clods and stickings shall equal one-quarter of beef.  
Fifteen shins shall equal one-quarter of beef.  
Two necks and blades shall equal one-quarter of beef.  
Two ribs and two briskets shall equal one-quarter of beef.  
Three crops shall equal two quarters of beef.  
Three shoulders shall equal two quarters of beef.  
Three chucks and blades shall equal two quarters of beef.  
Three horses' heads under three ribs, shall equal two quarters of beef.  
Five butts shall equal two quarters of beef.  
Seven briskets with shin attached shall equal two quarters of beef.  
Three butts and rumps shall equal two quarters of beef.  
Three rumps and loins shall equal two quarters of beef.  
Seven briskets and shins with portion of the clod attached shall equal two quarters of beef over 150 lbs. at the rate applying for surplus fores.

Surplus fore-quarters being additional fore-quarters to the full bodies treated, horses' heads over three ribs shall be paid for at the following rates:—

Under 100 lb.	..	..	1s. 3.64d. per quarter
101 lb. to 150 lb.	..	..	1s. 7.17d. per quarter
Over 150 lb.	..	..	1s. 8.85d. per quarter

} Bone-in-weight.

Calves—for each additional carcass in excess of the daily quota—

Up to 60 lb., 10.426d. per carcass	..	..	..	..
61 lb. to 120 lb., 1s. 3.64d. per carcass	..	..	..	..
121 lb. to 200 lb., 2s. 7.28d. per carcass	..	..	..	..

} Veal to be ribbed out, or birdcaged.

Over 200 lb. to be paid for at beef prices.

For the purposes of this sub-clause—

Two flying foxes of veal shall equal one carcass.  
Three trunks of veal shall equal two carcasses.  
Three pairs of legs of veal shall equal one carcass.  
Three pairs of loins of veal shall equal one carcass.  
Three pairs of hind-quarters of veal shall equal two carcasses.  
Five pairs of fore-quarters shall equal two carcasses.

## (d) Pork—for each additional amount in excess of the daily quota—

(1) When boned out and rinded and defatted to the satisfaction of the employer—2s. 7.23d. per 100 lb.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—1s. 11.868d. per 100 lb.

Boners on piece-work shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

#### RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed :—

- (a) (i) Beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	56 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	52 quarters.
Over 150 lb.	..	..	..	..	..	..	48 quarters.

- (ii) Mutton—130 carcasses.

- (b) Piece-work prices referred to above are—

- (i) Mutton—4·215d. for each additional carcass in excess of the daily quota.

- (ii) Beef—3s. 3·143d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota—

Under 100 lb.	..	..	..	..	..	9-786d. per quarter.
101 lb. to 150 lb.	..	..	..	..	..	10-538d. per quarter.
Over 150 lb.	..	..	..	..	..	11-416d. per quarter.

- (iii) Veal—2.403d. for each carcass.

- (iv) Pork—to be treated at hourly rates.

- (c) Bull beef (excluding surplus fore-quarters) shall be paid for at 50 per cent. above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

## 8.

### WAGES.

### APPRENTICES AND IMPROVERS.

(Solo System only.)

## Weekly Wage.

										£	s.	d.
1st year's experience	..	..	..	..	..	..	..	..	..	4	0	5
2nd "	"	"	"	"	"	"	"	"	"	4	17	11
3rd "	"	"	"	"	"	"	"	"	"	5	12	7
4th "	"	"	"	"	"	"	"	"	"	7	7	2
5th "	"	"	"	"	"	"	"	"	"	Minimum wage		

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

## PROPORTION (BY ANY EMPLOYER).

*Apprentices.*

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

*Improvers.*

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

Juvenile Workers. For Definition, see Clause 12.		Other Employees.				
—	Wages per Day.	—	Wages per Day.			
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.	
	s. d.		s. d.	s. d.	s. d.	
16 years and under		Boners (Beef and Mutton) .. .. .	48 3-92	1 2 <sup>2</sup> / <sub>5</sub>	49 6-32	
17 years ..	14 4-43	Head and Feet Boners—				
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting				
18 years ..	15 1-92	heads and removing brains				
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping				
19 years ..	17 10-02	heads, removing brains, skinning feet, removing				
19 years and under		sineus and hoofs .. .. .	41 4	0 9 <sup>3</sup> / <sub>5</sub>	42 1-4	
20 years ..	22 5-68	Slicers and Trimmers .. .. .	44 10-41	0 9 <sup>3</sup> / <sub>5</sub>	45 8-01	
20 years and under		Sheep Skin classers .. .. .	43 11-4	0 9 <sup>3</sup> / <sub>5</sub>	44 9	
21 years ..	27 8-81	Labourers trimming, cleaning, scalding, and picking tripe	41 4	0 9 <sup>3</sup> / <sub>5</sub>	42 1-4	
		Other Labourers .. .. .	40 11-4	0 9 <sup>3</sup> / <sub>5</sub>	41 9	

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

## SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

## 29

### ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—41s. 10·2d. plus 6d. war loading (total, 42s. 4·2d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—13s. 1'5d. plus 2d. war loading (total, 13s. 3'5d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men driving stock from Newmarket Rail Siding to the abattoirs—15s. 2·4 plus 2d. war loading (total 15s. 4·4d.), per trip.

Men driving stock from Newmarket Sale Yards to the abattoirs—12s. 7.9d. plus 2d. war loading (total 12s. 9.9d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- |   |    |  |  |
|---|----|--|--|
| (a) Western and Murray, Geelong-road, Brooklyn ..       | .. | 40s. 6-8d. plus 6d. war loading                                  | } if from Newmarket<br>Rail Siding an<br>extra 2s. 6d. |
| (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. | .. | (total, 41s. 0-8d.), per trip.                                   |  |
| (c) Sims Cooper Freezing Works, Newport ..              | .. | 47s. 7-2d. plus 6d. warloading<br>(total, 48s. 1-2d.), per trip. |  |

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—71s. 6d., plus 6d. war loading (total, 72s.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

42s. 6<sup>05</sup>d. plus 9<sup>2</sup>/<sub>3</sub>d. war loading (total 43s. 3<sup>65</sup>d.), per day.

All others—

41s. 1<sup>8</sup>d. plus 7<sup>1</sup>/<sub>3</sub>d. war loading (total, 41s. 9d.), per day.

30.

#### JUVENILE WORKERS.

								Wages per Day.
								s. d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	14 4.43
17 years of age and under 18 years of age	..	..	..	..	..	..	..	15 1.92
18 years of age and under 19 years of age	..	..	..	..	..	..	..	17 10.02
19 years of age and under 20 years of age	..	..	..	..	..	..	..	22 5.68
20 years of age and under 21 years of age	..	..	..	..	..	..	..	27 8.81

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

Clauses, other than clauses 2 to 8 inclusive and clauses 29 and 30, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 24.

[1950]

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
23rd day of August, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### TINSMITHS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette*, No. 13, of the 9th January, 1950, shall be replaced by the following clauses:—

2.

#### WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class) .. .. .	9 12 0	9 18 6	9 9 0
Sheet metal worker (2nd class) .. .. .	8 17 0	9 3 6	8 14 0
Spinner (1st class) .. .. .	9 1 0	9 7 6	8 18 0
Spinner other .. .. .	8 6 0	8 12 6	8 3 0
Die setter .. .. .	8 6 0	8 12 6	8 3 0
Die setter—press operator working from blue prints or plans .. .. .	8 17 0	9 3 6	8 14 0
Press operator (heavy) .. .. .	8 4 0	8 10 6	8 1 0
Press operator (light) .. .. .	8 2 0	8 8 6	7 19 0
Solderer and dipper .. .. .	8 4 0	8 10 6	8 1 0
Drop hammer stamper .. .. .	8 4 0	8 10 6	8 1 0
Guillotine operator (as defined) .. .. .	8 17 0	9 3 6	8 14 0
Guillotine operator (other) .. .. .	8 2 0	8 8 6	7 19 0
Guttering machinist .. .. .	8 2 0	8 8 6	7 19 0
Power machinist (not otherwise specified) .. .. .	8 2 0	8 8 6	7 19 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine .. .. .	9 16 6	10 3 0	9 13 6
1st class, using Cutler machine .. .. .	8 19 0	9 5 6	8 16 0
2nd class .. .. .	8 8 0	8 14 6	8 5 0
3rd class .. .. .	8 4 0	8 10 6	8 1 0
Tack welder .. .. .	8 6 0	8 12 6	8 3 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand .. .. .	8 6 0	8 12 6	8 3 0
Canister-maker by hand and riveter by hand .. .. .	8 6 0	8 12 6	8 3 0
Solderer and dipper .. .. .	8 2 0	8 8 6	7 19 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over .. .. .	8 6 0	8 12 6	8 3 0
Operator of power capping machines or metal pots on automatic machines .. .. .	8 4 0	8 10 6	8 1 0
Operator of other power presses and other power machines .. .. .	8 2 0	8 8 6	7 19 0
Cap solderer (not otherwise classified) .. .. .	8 2 0	8 8 6	7 19 0

## WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer .. .. .	8 13 0	8 19 6	8 10 0
Tinner and grease tinner .. .. .	8 13 0	8 19 6	8 10 0
Assistant working over metal pot .. .. .	8 4 0	8 10 6	8 1 0
Pickler .. .. .	8 3 0	8 9 6	8 0 0
All others in this Division .. .. .	7 19 0	8 5 6	7 16 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker .. .. .	8 17 0	9 3 6	8 14 0
Spray operator .. .. .	8 6 0	8 12 6	8 3 0
Grainer, liner, and filliter .. .. .	8 2 0	8 8 6	7 19 0
Painter and lacquerer .. .. .	8 2 0	8 8 6	7 19 0
Dipper .. .. .	8 2 0	8 8 6	7 19 0
<i>(f) Porcelain Enamelling.</i>			
Fuser .. .. .	8 12 0	8 18 6	8 9 0
Fuser on medallions, badges, or buckles .. .. .	8 2 0	8 8 6	7 19 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .	8 3 0	8 9 6	8 0 0
Inspector (other) .. .. .	8 0 0	8 6 6	7 17 0
Mill hand and mixer .. .. .	8 3 0	8 9 6	8 0 0
Packer and despatcher .. .. .	8 7 6	8 14 0	8 4 6
Pickler .. .. .	8 3 0	8 9 6	8 0 0
Rackman .. .. .	7 18 0	8 4 6	7 15 0
Sand and shot blaster .. .. .	8 16 0	9 2 6	8 13 0
Sprayer .. .. .	8 4 0	8 10 6	8 1 0
Swiller, gripper, and brusher .. .. .	8 2 0	8 8 6	7 19 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	7 9 0	7 15 6	7 6 0
Employee not elsewhere classified in any Division .. .. .	7 3 0	7 9 6	7 0 0
<i>(g) General.</i>			
Process worker .. .. .	8 2 0	8 8 6	7 19 0
Tool storeman (as defined) .. .. .	8 3 0	8 9 6	8 0 0
Storeman and/or packer .. .. .	8 7 6	8 14 0	8 4 6

*Leading Hands.*

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

*Ship Repairing.*

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

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

## APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereinafter provided:—

Sheet-metal worker—1st class.

*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 Indenture.*

(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.

*Instruction in Welding.*

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

*Proportion.*

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—1st class ;

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

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

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

*Adult Apprentices.*

(g) 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.*

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

*Wages.*

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

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

(j)

*WAGES PER WEEK OF 40 HOURS.*

				Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrumbul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.			
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st year ..	29	..	0 9	1 19 6	2 1 6	1 18 6
2nd year ..	40	1 0	1 0	2 15 6	2 18 0	2 14 6
3rd year ..	53	1 6	1 6	3 14 0	3 17 6	3 12 6
4th year ..	84	2 0	2 3	5 17 0	6 2 6	5 14 6
5th year ..	100 plus 7s.	2 0	3 0	7 6 0	7 12 6	7 3 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year ..	33	..	0 9	2 5 0	2 7 0	2 4 0
2nd year ..	53	1 0	1 6	3 13 6	3 17 0	3 12 0
3rd year ..	84	2 0	2 3	5 17 0	6 2 6	5 14 6
4th year ..	100 plus 7s.	2 0	3 0	7 6 0	7 12 6	7 3 0

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(g) 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 rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## WAGES PER WEEK OF 40 HOURS.

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

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

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

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

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

*Prohibited Occupations.*

(b) Junior employees shall not be employed:—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—

die setting on power presses, or as operators of power driven guillotines.

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