



VICTORIA  
GOVERNMENT GAZETTE.

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No. 872]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 101 of the 25th February, 1948, shall be replaced by the following clause:—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age .. .. .	2 13 3	2 14 0
16 years of age .. .. .	3 1 6	3 0 9
16½ years of age .. .. .	3 7 0	3 6 0
17 years of age .. .. .	3 13 9	3 13 9
17½ years of age .. .. .	4 0 6	4 0 6
18 years of age .. .. .	4 8 3	4 6 9
18½ years of age .. .. .	4 18 9	4 13 6
19 years of age .. .. .	5 6 6	4 19 6
19½ years of age .. .. .	6 1 6	5 2 6
20 years of age .. .. .	6 9 3	5 6 6
20½ years of age .. .. .	7 4 6	5 10 3

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that 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.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

## OTHER EMPLOYEES.

(b)

	Wages Per Week.	
	£	s. d.
<i>Males.</i>		
First rope layer on heavy type 12 strand machine .. .. .	8	19 0
Rope layer on heavy type 9 strand machine .. .. .	8	14 0
Foreman in charge of spinning and preparing departments .. .. .	8	15 0
Other rope layers in walk with travellers .. .. .	8	10 0
Rope splicer on driving ropes and springs .. .. .	8	9 0
Storeman in charge .. .. .	8	7 0
Packer working press (hand or power) pressing over 28 lb. in weight .. .. .	8	5 0
Rope house machinist making 2 inch up to and including 4 inch .. .. .	8	5 0
Rope house machinist making over 4-inch .. .. .	8	8 0
Power reeler or finisher in connexion with heavy type 12 strand machine .. .. .	8	5 0
Feeder or first spreader .. .. .	8	3 0
Traveller driver on heavy type 12 strand machine .. .. .	8	3 0
Damp mixer or batcher .. .. .	8	2 0
Feeder of softeners or batchers .. .. .	8	2 0
Rope and binder twine packer .. .. .	8	2 0
Winder and warper in tarring department .. .. .	8	3 0
Winding oiling and tarring yarn .. .. .	8	3 0
Oiler and/or belt repairer .. .. .	8	3 0
Maker of rope fenders .. .. .	8	3 0
Maker of pig nets .. .. .	8	2 0
Maker of camouflage nets .. .. .	8	0 0
Power reeler or finisher in walk .. .. .	8	2 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) .. .. .	8	0 0
Layer of lines or cords in walk .. .. .	8	6 0
Twister or layer of yarn in walk .. .. .	8	2 0
Opening Manilla hemp .. .. .	8	0 0
Scouter .. .. .	8	0 0
Lumping, loading or unloading hemp, flax or twine in store or factory .. .. .	8	0 0
Feeder of tow breaker card .. .. .	8	0 0
Lumping hemp flax or binder twine on wharf .. .. .	8	3 0
Tacking and balling shop twine .. .. .	8	2 0
Mat finisher .. .. .	8	2 0
Maker of fishing lines .. .. .	8	2 0
Hand reelers .. .. .	8	0 0
Matting weavers .. .. .	8	2 0
Drivers of motor waggons with capacity not exceeding 25 cwt. .. .. .	8	7 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons .. .. .	8	12 0
Drivers of motor waggons with capacity exceeding 3 tons .. .. .	8	15 0
Employees pinning hackles, gills and card staves .. .. .	8	0 0
Dye house and flax boiling department operatives .. .. .	8	0 0
All other machine operators or employees feeding or taking from machines .. .. .	8	0 0
All others .. .. .	7	17 0
<i>Females.</i>		
Balling binder twine .. .. .	6	2 3
Balling lashing .. .. .	6	2 3
Bagging binder twine .. .. .	6	1 3
Feeding breaker card with clock .. .. .	6	2 3
Feeding spreaders .. .. .	6	1 3
Feeding finisher cards (hemp) .. .. .	6	1 3
Spinning .. .. .	6	7 3
Wet spinning .. .. .	6	8 3
Ring frame operative .. .. .	6	2 3
All other machine operators or employees feeding or taking from machines .. .. .	6	1 3
All others .. .. .	5	18 3

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



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No. 873]

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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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

CORK TRADE BOARD.

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 563 of the 21st May, 1948, shall be replaced by the following clauses:—

2. (a) WAGES.

		Per Week.
		£ s. d.
<i>Adult Males.</i>		
Cork Cutting:—		
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—		
First six months	.. .. .	8 2 6
Thereafter	.. .. .	8 12 6
Feeders and/or operators of machines i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing		
	.. .. .	8 0 6
All others	.. .. .	7 17 6
Cork Board:—		
Oven hand in charge (curing)		
	.. .. .	8 12 6
All others	.. .. .	7 17 6
Compressed Cork:—		
Oven hand in charge (curing)		
	.. .. .	8 12 6
Splitting with band knife and/or mixing granules with adhesive by machinery..		
	.. .. .	8 5 6
All others	.. .. .	8 0 6
Fishing Requisites:—		
Rounding and/or drawing off—		
First six months	.. .. .	8 2 6
Thereafter	.. .. .	8 12 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks		
	.. .. .	8 0 6
All others	.. .. .	7 17 6
<i>Adult Females.</i>		
Under three months' experience		
	.. .. .	4 16 0
All others	.. .. .	5 10 0

(b)

APPRENTICES OR IMPROVERS.

Males.				Per Week.	Females.				Per Week.
				£ s. d.					£ s. d.
Under 16 years of age	..	..	..	1 18 0	17 years of age and under	..	..	..	2 18 0
16 years of age	..	..	..	2 11 0	18 years of age	..	..	..	3 9 0
17 years of age	..	..	..	3 9 0	19 years of age	..	..	..	4 0 0
18 years of age	..	..	..	4 7 0	20 years of age	..	..	..	4 11 6
19 years of age	..	..	..	5 9 0					
20 years of age	..	..	..	6 10 6					

PROPORTION (in any place).

APPRENTICES.

*Males.*

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

*Females.*

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

IMPROVERS.

*Males.*

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

*Females.*

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

Clauses, other than clauses 2 (a) and 2 (b), of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 874]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### DISPENSARIES BOARD.

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

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	26 6	0 6	27 0	Chief Pharmaceutical Chemist ..	267 0	6 0	273 0
2nd " " ..	41 0	1 0	42 0	Assistant Pharmaceutical Chemist ..	227 0	6 0	233 0
3rd " " ..	56 0	1 3	57 3	Unqualified Assistant ..	209 0	6 0	215 0
4th " " ..	70 0	1 9	71 9	Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations ..	133 6	3 0	136 6
5th " " ..	84 6	2 0	86 6				
6th " " ..	98 6	2 3	100 9				
7th " " ..	111 0	2 6	113 6				
8th " " ..	138 6	3 0	141 6				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".							
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 233s. per week.							
<i>Improvers.</i>							
One improver to every ten or fraction of ten workers receiving not less than 233s. per week.							

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

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No. 875]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
31st day of October, 1950.

RAY. H. BEERS,  
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 929 of the 17th September, 1948, shall be replaced by the following clause:—

2.

IMPROVERS.

	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	s. d.	
Under 18 years of age . . . . .	2 8	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20 . . . . .	3 2	
20 years of age and under 21 . . . . .	Appropriate adult rate	

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

	Wages.			
	Per Hour.			
	s.	d.		
Man operating power rammer .. .. .	4	9		
Pitcher setter, cube setter, or pavior .. .. .				
Weigher and/or mixer on hot asphaltic mixing plant .. .. .	4	9		
Rigger .. .. .				
Splicer of Wire Rope or Hemp Rope .. .. .				
Bitumen pourer or kettle attendant .. .. .				
Tunnel man or shaft sinker .. .. .				
Timber man in tunnel or shaft .. .. .				
Pipe joiner, or pipe layer .. .. .				
Powder monkey .. .. .				
Sinker in trenches for storm-water drain .. .. .				
Finisher in concrete work .. .. .				
Leading tackle hand .. .. .	4	8		
Skid scoop (tumbling Tommy), filler, and/or driver .. .. .				
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work .. .. .				
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute .. .. .				
Jack hammerman .. .. .				
Mixer, gauger spreading or layer on of concrete .. .. .				
Tar, bitumen or emulsion sprayer operator .. .. .				
Faceman in gravel pit .. .. .				
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track .. .. .				
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion .. .. .				
Batterman using batter rule .. .. .	4	7		
Boodler in tunnel .. .. .				
Fencer .. .. .				
Sanitary or garbage attendant .. .. .				
Scabler in tunnel .. .. .				
Metal or gravel spreader .. .. .				
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter .. .. .				
Filler of monkey-tail scoop .. .. .				
Setter out of reinforcements .. .. .				
Points man on tram or locomotive line .. .. .				
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level .. .. .	4	6		
Cold asphaltic shoveller or forker .. .. .				
Ploughman's offsider .. .. .				
Tipper of monkey-tail scoop .. .. .				
Slurry filler .. .. .				
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks .. .. .			5	0
Driver power grader 35-h.p. or over .. .. .			5	0
Driver power grader under 35-h.p. .. .. .			4	9
Driver side loader .. .. .			4	7
Driver tractor (oil) 35-h.p. and over .. .. .			4	9
Driver tractor (oil) under 35-h.p. .. .. .	4	6		
Driver of traction engine or road roller (steam) .. .. .	5	0		
Driver road roller (internal combustion) .. .. .	4	11		
All others .. .. .	4	5		

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





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No. 876]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

**FARRIERS BOARD.**

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

2.

*Wages.*

Apprentices and Improvers.					Other Employees	
	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year's experience	38·4	..	2 6	55 0	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—  All Employees .. *192s. per week of 40 hours	
2nd year's experience	41·9	..	2 6	60 0		
3rd year's experience	53·0	1 6	1 6	75 6		
4th year's experience	84·0	2 0	2 3	119 6		
5th year's experience	100·0 plus 7s.	2 0	3 0	149 0		
					(b) Employed outside the areas specified in paragraph (a):—  All Employees .. *189s. per week of 40 hours	
PROPORTION (WITHIN ANY PLACE). One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.					* Including a loading of 6s. per week.	

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

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THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 646 of the 21st August, 1950, shall be replaced by the following clause:—

2.

IMPROVERS.				OTHER EMPLOYEES.		
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.		
Age.	Males.		Females.			
	<i>s.</i>	<i>d.</i>	<i>s.</i>			
Under 16 years..	42	3	37	MALES.		
16 years ..	53	9	42	Persons employed in the cotton wool bleaching department .. .. .		
17 " ..	72	3	49	.. .. . 173 6		
18 " ..	80	0	59	Woollen pickers .. .. .		
19 " ..	105	0	71	.. .. . 170 6		
20 " ..	118	3	80	Feeders of—		
				Rag machines .. .. .		
				.. .. . 168 6		
				Other machines .. .. .		
				.. .. . 168 6		
				Rippers .. .. .		
				.. .. . 168 6		
				Persons operating milling machine, hardening machine, or tentering machine .. .. .		
				.. .. . 168 6		
				Persons operating other machines .. .. .		
				.. .. . 168 6		
				Assistant to persons operating milling machine, hardening machine, or tentering machine .. .. .		
				.. .. . 166 6		
				Assistant to persons operating other machines .. .. .		
				.. .. . 166 6		
				Cotton pickers .. .. .		
				.. .. . 165 6		
				All others .. .. .		
				.. .. . 164 6		
				Leading hands, if in charge of four or more workers .. .. .		
				.. .. . 5s. a week extra		
				FEMALES.		
				Feeders of rag machines .. .. .		
				.. .. . 124 9		
				Feeders of machines other than rag machines .. .. .		
				.. .. . 108 9		
				Rippers .. .. .		
				.. .. . 104 0		
				Woollen pickers .. .. .		
				.. .. . 110 6		
				Cotton pickers .. .. .		
				.. .. . 104 0		
				Weighers and wrappers of cotton wool .. .. .		
				.. .. . 104 0		
				All others .. .. .		
				.. .. . 104 0		
				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.

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

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



[5787]



# VICTORIA GOVERNMENT GAZETTE.

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No. 878]

THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### HAM AND BACON CURERS BOARD.

Clause 3 of the Determination published in *Government Gazette* No. 623 of the 4th June, 1948, shall be replaced by the following clause:—

#### OTHER EMPLOYEES.

3.

Wages.

	Adjustable	War Loading.	Total Weekly
	Weekly Rate.	Non-Adjustable.	Wage.
	£ s. d.	s. d.	£ s. d.
(a) <i>Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	9 12 0	3 0	9 15 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department .. .. .	8 19 6	3 0	9 2 6
First assistant in the curing department .. .. .	8 19 6	3 0	9 2 6
Other assistants in the curing department .. .. .	8 14 6	3 0	8 17 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers .. .. .	8 10 0	3 0	8 13 0
Yardmen { For 48 hours per week .. .. .	8 13 6	3 0	8 16 6
{ For 40 hours per week .. .. .	8 7 6	3 0	8 10 6
All others .. .. .	8 4 6	3 0	8 7 6
(b) <i>Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods) .. .. .	9 5 0	3 0	9 8 0
Filler-man .. .. .	8 15 6	3 0	8 18 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers .. .. .	8 19 6	3 0	9 2 6
Packing room hands .. .. .	8 9 6	3 0	8 12 6
Linkers and table hands .. .. .	8 8 6	3 0	8 11 6
All others .. .. .	8 2 0	3 0	8 5 0

Clauses, other than clause 3, of the said Determination shall remain in force.

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# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 9.

[1950

Factories and Shops Acts.

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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 November, 1950.

Dated at Melbourne, this  
31st day of October, 1950.

RAY H. BEERS,  
Secretary for Labour.

### MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 706 of the 16th July, 1948, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bothanga, Harristville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If under 16 years of age .. .. .	67 0		
16 and under 18 years of age .. .. .	85 0		
18 and under 19 years of age .. .. .	105 0		
19 and under 20 years of age .. .. .	135 6		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
<b>PROPORTION.</b>			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 16s. per week.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 16s. per week.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings .. .. .	202 6
		(b) If they do not raise or lower human beings .. .. .	196 6
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings .. .. .	182 6
		(b) If working underground or on surface of mines, and they do not raise or lower human beings .. .. .	178 0
		(c) On dredges .. .. .	178 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached .. .. .	188 6
		Attending to a steam engine without condenser .. .. .	182 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over .. .. .	182 0
		(ii) if under 50 b.h.p. .. .. .	177 0
		Motor Drivers or Attendants—	
		On motors over 250 horse power .. .. .	182 0
		On motors 100 horse power to 250 horse power inclusive .. .. .	174 0
		On motors under 100 horse power .. .. .	168 0
		Fireman .. .. .	172 0
		Fireman—First class .. .. .	177 0
		Greasers .. .. .	168 0
		Engine cleaner .. .. .	164 0
		Boiler cleaner .. .. .	164 0
		Trimmer and/or Fuelman .. .. .	164 0

## JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.				<i>s.</i>	<i>d.</i>	
17 years of age	..	..	..	101	0	per week
18 " " "	..	..	..	122	0	"
19 " " "	..	..	..	135	0	"

## AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus  $7\frac{1}{2}$  per cent.

## PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 16s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 880]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
31st day of October, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## SHOPS BOARD No. 10 (FISH AND POULTRY).

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

### PART ONE.

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

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

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age .. .. .	56 0	0 9	56 9	54 6	0 9	55 3
16 years of age .. .. .	76 0	1 0	77 0	59 0	0 9	59 9
17 years of age .. .. .	92 0	1 3	93 3	65 6	0 9	66 3
18 years of age .. .. .	119 6	1 6	121 0	71 6	1 0	72 6
19 years of age .. .. .	158 0	2 0	160 0	88 0	1 3	89 3
20 years of age .. .. .	164 6	2 3	166 9	99 6	1 3	100 9

#### PROPORTION.

##### MALES.

##### Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 20s. 6d. per week of 40 hours.

##### Improvers.

One male improver to every four or fraction of four male workers receiving not less than 20s. 6d. per week of 40 hours.

##### FEMALES.

##### Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 117s. 6d. per week of 40 hours.

##### Improvers.

One female improver to every four or fraction of four female workers receiving not less than 117s. 6d. per week of 40 hours.

#### OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Rabbit skimmers or boners .. .. .	204 0	3 0	207 0
Grader who grades for the export trade .. .. .	209 6	3 0	212 6
Females employed filling cartons with boned meat .. .. .	116 0	1 6	117 6
All others .. .. .	198 6	3 0	201 6

PIECE-WORK PRICES.

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

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinner rabbits (heads off) .. .. .	2s. 6d. per 100 } plus	3s. 9d. per 100 } plus
Skinner rabbits (heads on) .. .. .	3s. 3d. per 100 } 94 per cent.	4s. 7½d. per 100 } 94 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) .. .. .	1d. per lb. } plus	
Skinner hares .. .. .	9s. 3d. per 100 } 106 per cent.	

PART TWO.

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

1. APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	49 6	0 9	50 3	40 0	0 9	40 9
16 years of age .. .. .	65 0	1 0	66 0	49 6	0 9	50 3
17 years of age .. .. .	86 0	1 3	87 3	60 0	1 0	61 0
18 years of age .. .. .	106 6	1 9	108 3	76 0	1 3	77 3
19 years of age .. .. .	120 0.	2 0	122 0	83 6	1 3	84 9
20 years of age .. .. .	144 6	2 3	146 9	91 0	1 6	92 6

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 177s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 177s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 137s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 137s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) .. .. .	203 6	3 0	206 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) .. .. .	157 6	2 0	159 6
Foreman having the supervision of four or more workers .. .. .	194 6	3 0	197 6
Shop hands (males) or salesmen .. .. .	181 6	3 0	184 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers .. .. .	184 6	3 0	187 6
Wet chain pluckers .. .. .	192 0	3 0	195 0
Labourers assisting—			
(a) Wholesale fish salesmen .. .. .	189 6	3 0	192 6
(b) Wholesale poultry salesmen .. .. .	179 6	3 0	182 6
Persons employed grading and/or placing plucked poultry in boxes .. .. .	184 6	3 0	187 6
Females employed—			
(a) As shop hands .. .. .	141 0	1 9	142 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry .. .. .	143 6	1 9	145 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish .. .. .	136 0	1 9	137 9
All others .. .. .	174 6	3 0	177 6

EMPLOYEES IN FREEZING CHAMBER.

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

PIECE-WORK PRICES.

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

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

Plus 109 per cent.

\* Including washing.

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

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





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THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
3rd day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 477 of the 30th May, 1950, shall be replaced by the following clauses :—

#### APPRENTICES AND IMPROVERS.

2. MALES\*—Apprentices (Other than those covered by the Apprenticeship Commission).

Wages per Week of 40 Hours.

##### Five Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months .. .. .	22½	..	0 9	1 11 6
2nd six months .. .. .	..	..	0 9	1 16 9
Second year's experience—				
1st six months .. .. .	30	1 0	1 0	2 3 0
2nd six months .. .. .	..	1 0	1 0	2 13 3
Third year's experience—				
1st six months .. .. .	45	1 6	1 6	3 4 9
2nd six months .. .. .	..	1 6	1 6	4 5 3
Fourth year's experience—				
1st six months .. .. .	75	2 0	2 3	5 7 0
2nd six months .. .. .	..	2 0	2 3	6 0 9
Fifth year's experience—				
1st six months .. .. .	95	2 0	3 0	6 15 3
2nd six months .. .. .	..	2 0	3 0	6 18 6
Thereafter the adult male minimum wage.				

##### Four Years Terms.

First year's experience—				
1st six months .. .. .	26	..	0 9	1 16 3
2nd six months .. .. .	..	..	0 9	2 9 6
Second year's experience—				
1st six months .. .. .	45	1 6	1 6	3 4 9
2nd six months .. .. .	..	1 6	1 6	4 5 3
Third year's experience—				
1st six months .. .. .	75	2 0	2 3	5 7 0
2nd six months .. .. .	..	2 0	2 3	6 0 9
Fourth year's experience—				
1st six months .. .. .	95	2 0	3 0	6 15 3
2nd six months .. .. .	..	2 0	3 0	6 18 6
Thereafter the adult male minimum wage				

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

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

*Three Years Terms.*

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months .. .. .	45	1 6	1 6	3 4 9
2nd six months .. .. .	..	1 6	1 6	4 5 3
Second year's experience—				
1st six months .. .. .	75	2 0	2 3	5 7 0
2nd six months .. .. .	..	2 0	2 3	6 0 9
Third year's experience—				
1st six months .. .. .	95	2 0	3 0	6 15 3
2nd six months .. .. .	..	2 0	3 0	6 18 6
Thereafter the adult male minimum wage				

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

*Proportion.*

(In any factory or place.)

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

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

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

**FEMALES—Improvers.**

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

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

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Under 17 years of age—			
1st six months .. .. .	1 13 3	0 6	1 13 9
2nd six months .. .. .	1 17 3	0 6	1 17 9
3rd six months .. .. .	2 2 0	0 9	2 2 9
4th six months .. .. .	2 8 0	0 9	2 8 9
5th six months .. .. .	2 14 3	1 0	2 15 3
6th six months .. .. .	3 1 9	1 0	3 2 9
7th six months .. .. .	3 9 0	1 6	3 10 6
8th six months .. .. .	3 18 9	1 6	4 0 3
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months .. .. .	2 2 0	0 9	2 2 9
2nd six months .. .. .	2 8 0	0 9	2 8 9
3rd six months .. .. .	2 14 3	1 0	2 15 3
4th six months .. .. .	3 1 9	1 0	3 2 9
5th six months .. .. .	3 9 0	1 6	3 10 6
6th six months .. .. .	3 18 9	1 6	4 0 3
And thereafter not less than the minimum wage for adult females			

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

*Proportion.*

(In any factory or place.)

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

\* Wages of apprentices and improvers in the Metropolitan District are regulated by Apprenticeship Commission.  
† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

*Proportion.*

(In any factory or place.)

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

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

*Other Employees.*

4. (a)	MALES.	Wages Per Week of 40 Hours.
		s. d.
Pattern Cutting—		
Pattern Cutters or Designers .. .. .		187 0
Clicking—		
Clicking outsides (other than felt, fabric, sheep's roans or splits) .. .. .		179 0
Clicking felt, linings, fabrics, sheep's roans, splits—		
By hand .. .. .		174 0
By machine .. .. .		170 0
All others .. .. .		170 0
Stuff cutting—		
Cutting leather outsides, insoles or half soles .. .. .		179 0
Ranging by hand .. .. .		179 0
All others .. .. .		170 0
Making—		
All operatives except those for whom the rates hereinafter appearing are prescribed .. .. .		179 0
Operator of bottom levelling machine .. .. .		170 0
Operator of buzzer machine .. .. .		170 0
Operator of loose nailing machine .. .. .		170 0
Bevelling by hand .. .. .		170 0
Heeling by hand .. .. .		170 0
Opening channels .. .. .		170 0
Closing channels .. .. .		170 0
Feathering .. .. .		170 0
Turning pumps .. .. .		170 0
Laying linings and shanking .. .. .		170 0
Pulling up backs .. .. .		170 0
Pulling on .. .. .		170 0
Tinging and trimming (hand or machine) .. .. .		170 0
Putting on heels and toe plates .. .. .		170 0
Attaching wood heels by hand .. .. .		170 0
Putting in stiffeners or toes .. .. .		166 0
Putting in bottom fillings and shanks .. .. .		166 0
Slipping off after first month's experience .. .. .		166 0
Slipping off for first month of experience .. .. .		160 0
Pulling out tacks .. .. .		166 0
Stamping and sorting soles .. .. .		166 0
Solutioning or cementing by hand or machine .. .. .		166 0
Putting studs or bars on football boots .. .. .		166 0
Finishing—		
Finishing right through by hand .. .. .		179 0
Operating heel trimmer .. .. .		179 0
Operating edge trimmer .. .. .		179 0
Operating edge setter .. .. .		179 0
Operating heel scourer .. .. .		179 0
Operating Naumkeag machine and/or sandpapering machine .. .. .		173 0
Slipping off after first month's experience .. .. .		166 0
Slipping off for first month of experience .. .. .		160 0
All others .. .. .		170 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

*FEMALES.*

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

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

	Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
	s. d.	s. d.	s. d.
(c) Females with (i) four years' experience employed on any form of sewing machine .. .. .	110 3	3 0	113 3
(ii) any other machine .. .. .	104 3	3 0	107 3
(iii) any other work set out in clause (b) hereof .. .. .	102 3	2 9	105 0
(d) Females with four years' experience not otherwise provided for .. .. .	102 3	2 9	105 0

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

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

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

(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 102s. 9d. per week and thereafter the rate prescribed for their occupation.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.

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THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
3rd day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 46 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	A: Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking .. .. .	10 19 6	11 6 0	10 16 6
Electrical instrument maker and/or repairer (as defined) .. .	10 10 6	10 17 0	10 7 6
Installation inspector and/or tender .. .. .	9 19 6	10 6 0	9 16 6
Shift electrician .. .. .	9 15 0	10 1 6	9 12 0
Refrigeration mechanic or serviceman .. .. .	9 15 0	10 1 6	9 12 0
Electrician in charge of plant and/or installation .. .. .	9 15 0	10 1 6	9 12 0
Electrical fitter and/or armature winder .. .. .	9 15 0	10 1 6	9 12 0
Battery fitter .. .. .	9 15 0	10 1 6	9 12 0
Cable jointer, on high tension (over 6,600 volts) .. .. .	9 13 6	10 0 0	9 10 6
Cable jointer, on low tension (under 6,600 volts) .. .. .	9 10 6	9 17 0	9 7 6
Cable jointer's mate .. .. .	8 6 0	8 12 6	8 3 0
Electrical mechanic .. .. .	9 15 0	10 1 6	9 12 0
Linesman .. .. .	9 3 0	9 9 6	9 0 0
Linesman's assistant .. .. .	8 6 0	8 12 6	8 3 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	9 3 0	9 9 6	9 0 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	8 8 6	8 15 0	8 5 6
Meter tester (1st grade) .. .. .	9 2 0	9 8 6	8 19 0
Meter tester (2nd grade) .. .. .	8 15 0	9 1 6	8 12 0
Meter fixer .. .. .	8 15 0	9 1 6	8 12 0
Switchboard attendant .. .. .	9 1 6	9 8 0	8 18 6
Battery attendant .. .. .	8 7 0	8 13 6	8 4 0
Electrical fitter's and mechanic's assistant .. .. .	8 6 0	8 12 6	8 3 0
Process worker .. .. .	8 5 0	8 11 6	8 2 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	7 12 0	7 18 6	7 9 0
Employee not elsewhere classified .. .. .	7 6 0	7 12 6	7 3 0
(b) Wet Battery Manufacturing.			
Plante assembler .. .. .	8 15 0	9 1 6	8 12 0
Battery repairer (factory) .. .. .	8 12 0	8 18 6	8 9 0
Mixing and pasting by hand .. .. .	8 10 0	8 16 6	8 7 0
Charging and moulding of grids .. .. .	8 10 0	8 16 6	8 7 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .	8 9 0	8 15 6	8 6 0
Formation process .. .. .	8 7 0	8 13 6	8 4 0
All others in this subdivision .. .. .	8 5 0	8 11 6	8 2 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.

## TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e. power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

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

*Ship Repairing.*

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

	<i>s.</i>	<i>d.</i>
Tradesmen .. .. .	4	6 per week.
All other labour .. .. .	3	0 „ „

## APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
- Electrical mechanic,
- Refrigeration mechanic or serviceman.

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

*Proportion.*

(e) (i) 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—

Electrical mechanic,

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.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

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

*Period of Apprenticeship.*

(f) The periods of apprenticeship shall be as follows:—

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

*Adult Apprentices.*

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

*Probationary Period.*

(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 appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				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.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year .. .. .	29	..	0 9	2 0 6	2 2 6	1 19 6
2nd year .. .. .	40	1 0	1 0	2 17 0	2 19 6	2 15 6
3rd year .. .. .	53	1 6	1 6	3 15 6	3 19 0	3 14 0
4th year .. .. .	84	2 0	2 3	5 19 6	6 5 0	5 17 0
5th year .. .. .	100 plus 7s.	2 0	3 0	7 9 0	7 15 6	7 6 0
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
1st year .. .. .	33	..	0 9	2 6 0	2 8 0	2 5 0
2nd year .. .. .	53	1 0	1 6	3 15 0	3 18 6	3 13 6
3rd year .. .. .	84	2 0	2 3	5 19 6	6 5 0	5 17 0
4th year .. .. .	100 plus 7s.	2 0	3 0	7 9 0	7 15 6	7 6 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.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage 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.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts 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 18 0	5 2 6	4 16 0
All others .. .. .	75	3 0	7 0	5 12 6	5 17 6	5 10 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	3 6	2 19 6	3 2 0	2 18 0
18 years of age .. .. .	47½	1 3	4 0	3 10 6	3 13 6	3 9 0
19 years of age .. .. .	55	1 6	4 6	4 1 6	4 5 0	3 19 6
20 years of age .. .. .	62½	2 0	5 0	4 12 6	4 16 6	4 10 6
<i>III.—Junior Males.</i>						
Under 16 years of age .. ..	25	0 6	2 0	1 16 6	1 18 6	1 16 0
16 years of age .. .. .	35	0 9	3 0	2 11 6	2 14 0	2 10 6
17 years of age .. .. .	47½	1 0	4 0	3 10 0	3 13 0	3 8 6
18 years of age .. .. .	60	1 0	5 0	4 8 0	4 12 0	4 6 6
19 years of age .. .. .	75	2 0	6 0	5 10 6	5 15 0	5 8 6
20 years of age .. .. .	90	2 0	7 0	6 12 6	6 18 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 the 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:—

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.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 883]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
3rd day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 22 of the 13th January, 1950, shall be replaced by the following clauses:—

2. WAGES.

Adults.		Per Week of 40 hours.
<i>Males.</i>		<i>s. d.</i>
Grinder or polisher .. .. .		180 6
Electro-plater—		
1st Class .. .. .		195 0
2nd Class .. .. .		180 0
3rd Class .. .. .		165 0
Liner or hand decorator .. .. .		180 6
Coater .. .. .		170 6
Spray operator .. .. .		167 0
Other employees with not less than three months' experience in the metal trades industry		152 0
All others .. .. .		143 0
<i>Females.</i>		
Females employed at—		
(a) Hand burnishing, hand finishing, or lacquering .. .. .		122 6
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length .. .. .		179 6
All others { under three months' experience in the industry .. .. .		100 0
{ thereafter .. .. .		115 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 this Determination provided that no minor shall be employed in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Proportion.*

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

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 143s. per week, and two female apprentices to every three female workers receiving not less than 100s. 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.

*Period of Apprenticeship.*

(e) 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.

*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 wages for apprentices shall be the undermentioned 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.

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.

(\*) **WAGES PER WEEK OF 40 HOURS.**

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	s. d.
1st year .. .. .	29	..	0 9	40 6
2nd year .. .. .	40	1 0	1 0	57 0
3rd year .. .. .	53	1 6	1 6	75 6
4th year .. .. .	84	2 0	2 3	119 6
5th year .. .. .	100, plus 7s.	2 0	3 0	149 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st year .. .. .	33	..	0 9	46 0
2nd year .. .. .	53	1 0	1 6	75 0
3rd year .. .. .	84	2 0	2 3	119 6
4th year .. .. .	100, plus 7s.	2 0	3 0	149 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.*

(j) 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 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.*

(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 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.*

(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 16 and 17 hereof respectively.

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage 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.	War Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
<i>I.—Junior Females.</i>					
17 years of age and under .. .. .	40	1 0	..	3 6	2 19 6
18 years of age .. .. .	47½	1 3	..	4 0	3 10 6
19 years of age .. .. .	55	1 6	..	4 6	4 1 6
20 years of age .. .. .	62½	2 0	..	5 0	4 12 6
<i>II.—Junior Males.</i>					
Under 16 years of age .. .. .	25	0 6	..	2 0	1 16 6
16 years of age .. .. .	35	0 9	..	3 0	2 11 6
17 years of age .. .. .	47½	1 0	..	4 0	3 10 0
18 years of age .. .. .	60	1 0	..	5 0	4 8 0
19 years of age .. .. .	75	2 0	..	6 0	5 10 6
20 years of age .. .. .	90	2 0	..	7 0	6 12 6

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or small articles; or  
using electric arc or oxy-acetylene blow pipe.

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







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THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
3rd day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

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

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand) .. .. .	8 8 0	8 14 6	8 5 0
Assembler (assistant) .. .. .	8 3 0	8 9 6	8 0 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces .. .. .	8 8 0	8 14 6	8 5 0
Belt repairer .. .. .	8 6 0	8 12 6	8 3 0
Blacksmith's striker .. .. .	8 6 0	8 12 6	8 3 0
Blacksmith's striker on double fires and other assistant .. .. .	8 8 0	8 14 6	8 5 0
Block and tackle hand .. .. .	8 8 0	8 14 6	8 5 0
Boiler (inside) chipper and cleaner .. .. .	8 12 0	8 18 6	8 9 0
Cold saw operator .. .. .	8 8 0	8 14 6	8 5 0
Die caster .. .. .	8 11 0	8 17 6	8 8 0
Dogman .. .. .	8 8 0	8 14 6	8 5 0

## WAGES PER WEEK OF 40 HOURS—continued.

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

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

*Leading Hands.*

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

*Ship Repairing.*

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

## TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

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

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

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.		
					Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	s d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under three months' experience .. .. .	65	3 0	..	6 0	4 18 0	5 2 6	4 16 0
All others .. .. .	75	3 0	..	7 0	5 12 6	5 17 6	5 10 6
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	..	3 6	2 19 6	3 2 0	2 18 0
18 years of age ..	47½	1 3	..	4 0	3 10 6	3 13 6	3 9 0
19 years of age ..	55	1 6	..	4 6	4 1 6	4 5 0	3 19 6
20 years of age ..	62½	2 0	..	5 0	4 12 6	4 16 6	4 10 6
<i>III.—Junior Males.</i>							
Under 16 years of age ..	25	0 6	..	2 0	1 16 6	1 18 6	1 16 0
16 years of age ..	35	0 9	..	3 0	2 11 6	2 14 0	2 10 6
17 years of age ..	47½	1 0	..	4 0	3 10 0	3 13 0	3 8 6
18 years of age ..	60	1 0	..	5 0	4 8 0	4 12 0	4 6 6
19 years of age ..	75	2 0	..	6 0	5 10 6	5 15 6	5 8 6
20 years of age ..	90	2 0	..	7 0	6 12 6	6 18 0	6 9 6
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribe herein while he is employed as a furnaceman or assistant to a furnaceman.							
<i>IV.—Junior Males (Foundries).</i>							
Under 16 years of age ..	25	0 6	1 0	2 0	1 17 6	1 19 6	1 17 0
16 years of age ..	33	0 9	1 9	2 6	2 10 0	2 12 6	2 9 0
17 years of age ..	60	1 0	3 0	5 0	4 11 0	4 15 0	4 9 6
18 years of age ..	75	2 0	4 0	6 0	5 14 6	5 19 6	5 12 6
19 years of age and over	90	2 6	4 6	7 0	6 17 6	7 3 0	6 14 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) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee:

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

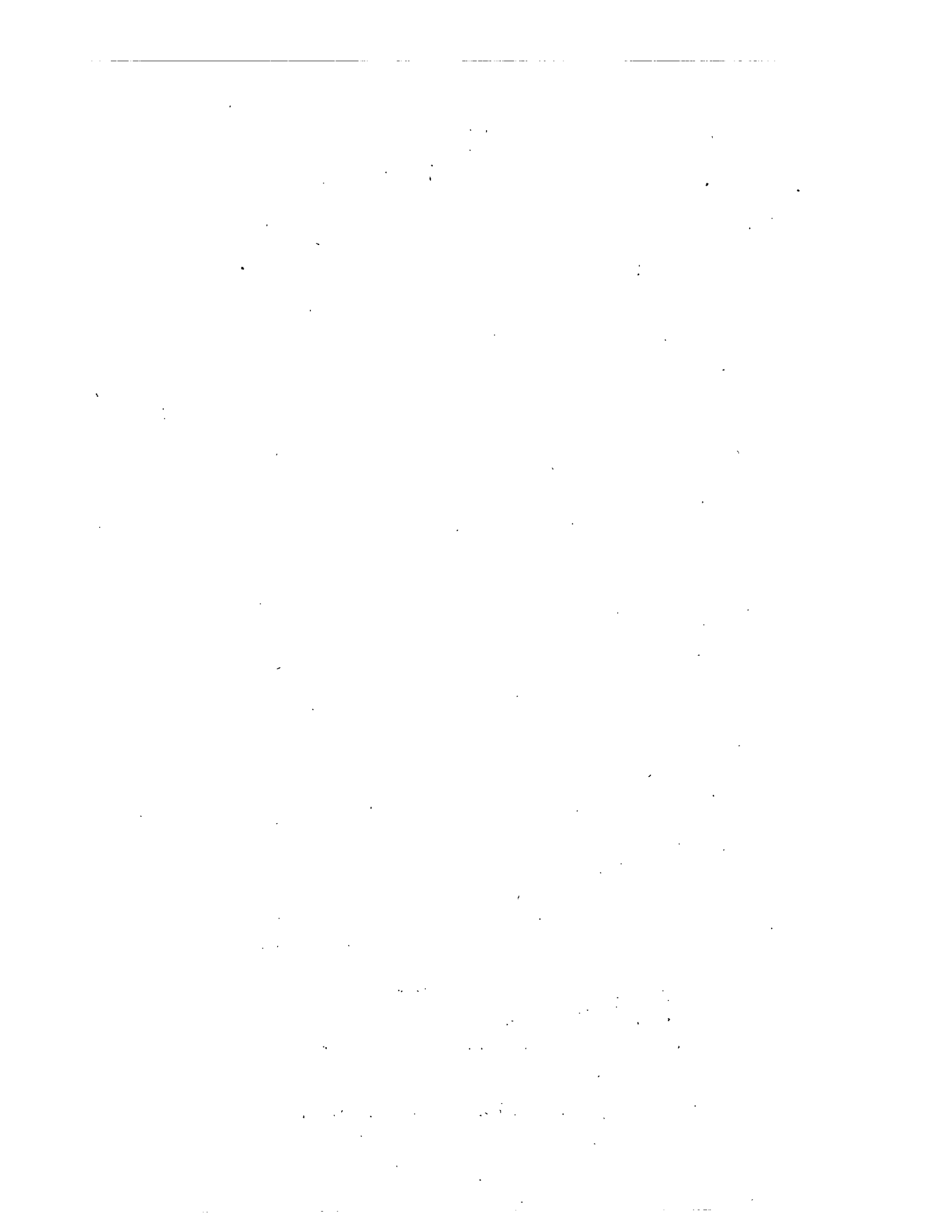
(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

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

(d) Junior employees shall not be employed:—

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 885]

THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 43 of the 27th January, 1950, shall be replaced by the following clauses:—

#### 2. WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) . . . . .	8 13 0	9 1 6	8 12 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces . . . . .	8 8 0	8 14 6	8 5 0
Blacksmith's striker . . . . .	8 6 0	8 12 6	8 3 0
Blacksmith's striker on double fires and other assistant . . . . .	8 8 0	8 14 6	8 5 0
Boiler (inside) chipper and cleaner . . . . .	8 12 0	8 18 6	8 9 0
Boilermaker and/or structural steel tradesman . . . . .	9 15 0	10 1 6	9 12 0
Boilersmith and/or angle iron smith . . . . .	9 19 6	10 6 0	9 16 6
Cold saw operator . . . . .	8 8 0	8 14 6	8 5 0
Dogman . . . . .	8 8 0	8 14 6	8 5 0
Driller using portable machines . . . . .	9 10 6	9 17 0	9 7 6
Driller using stationary machines . . . . .	8 7 0	8 13 6	8 4 0
Employee assisting a ship plate bender or plate setter . . . . .	8 8 0	8 14 6	8 5 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more . . . . .	8 6 0	8 12 6	8 3 0
Friction saw operator . . . . .	8 6 0	8 12 6	8 3 0
Furnaceman on heavy angle iron or heavy plate . . . . .	8 14 0	9 0 6	8 11 0
Furnaceman's assistant . . . . .	8 6 0	8 12 6	8 3 0
Holder-up . . . . .	8 8 0	8 14 6	8 5 0
Machinist—			
1st class . . . . .	9 15 0	10 1 6	9 12 0
2nd class . . . . .	9 0 0	9 6 6	8 17 0
3rd class . . . . .	8 11 0	8 17 6	8 8 0

WAGES—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
Machinist, steel construction—	£ s. d.	£ s. d.	£ s. d.
1st class .. .. .	8 13 0	8 19 6	8 10 0
2nd class .. .. .	8 7 0	8 13 6	8 4 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	10 1 0	10 7 6	9 18 0
Painter of ironwork using spray .. .. .	8 7 0	8 13 6	8 4 0
Painter of ironwork (other than ship painter) using brush ..	8 6 0	8 12 6	8 3 0
Plate setter and frame bender .. .. .	9 18 0	10 4 6	9 15 0
Press and block hand assisting a boiler or angle ironsmith ..	8 8 0	8 14 6	8 5 0
Process worker .. .. .	8 5 0	8 11 6	8 2 0
Rigger and/or splicer .. .. .	8 12 0	8 18 6	8 9 0
Rivet heater .. .. .	8 8 0	8 14 6	8 5 0
Welder—			
1st class (other than when using Cutler machine) ..	9 19 6	10 6 0	9 16 6
1st class (using Cutler machine) .. .. .	9 2 0	9 8 6	8 19 0
2nd class .. .. .	8 11 0	8 17 6	8 8 0
3rd class .. .. .	8 7 0	8 13 6	8 4 0
Welder-tack .. .. .	8 9 0	8 15 6	8 6 0
Other employees with not less than three months' experience in the metal trade industry .. .. .	7 12 0	7 18 6	7 9 0
Employee not elsewhere classified .. .. .	7 6 0	7 12 6	7 3 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines .. .. .	8 8 0	8 14 6	8 5 0
Cement mixer .. .. .	8 9 0	8 15 6	8 6 0
Cement liner .. .. .	8 12 0	8 18 6	8 9 0
Cement liner operator .. .. .	9 0 0	9 6 6	8 17 0
Employee in charge of ring making machines .. .. .	8 12 0	8 18 6	8 9 0
Employee rounding and straightening steel pipes ..	8 11 0	8 17 6	8 8 0
Employee on tar dip and sand rolling .. .. .	8 8 0	8 14 6	8 5 0
Faucet maker in charge of furnace .. .. .	8 15 0	9 1 6	8 12 0
Faucet maker's assistant .. .. .	8 8 0	8 14 6	8 5 0
Machine operator (in charge of machines) .. .. .	8 12 0	8 18 6	8 9 0
Pipe builder .. .. .	8 12 0	8 18 6	8 9 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, 13s. per week extra; more than twenty employees, 27s. per week extra.

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 3,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

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 .. ..

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder—first 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 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.

*Instruction in Welding.*

(e) The training of apprentices to boilermaking or structural steel 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) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

*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 wage 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:

*Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. ..	29	0 9	0 9	40 6	42 6	39 6
2nd year .. ..	40	1 0	1 0	57 0	59 6	55 6
3rd year .. ..	53	1 6	1 6	75 6	79 0	74 0
4th year .. ..	84	2 0	2 3	119 6	125 0	117 0
5th year .. ..	100 plus 7s.	2 0	3 0	149 0	155 6	146 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year .. ..	33	0 9	0 9	46 0	48 0	45 0
2nd year .. ..	53	1 0	1 6	75 0	78 6	73 6
3rd year .. ..	84	2 0	2 3	119 6	125 0	117 0
4th year .. ..	100 plus 7s.	2 0	3 0	149 0	155 6	146 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.*

(j) 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 16 and 17. hereof respectively.

**UNAPPRENTICED MALE JUNIORS.**

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned:—

*Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne. 10 Miles of G.P.O., Geelong, or at Warranbool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	25	0 6	2 0	36 6	38 6	36 0
16 years of age ..	35	0 9	3 0	51 6	54 0	50 6
17 years of age ..	47½	1 0	4 0	70 0	73 0	68 6
18 years of age ..	60	1 0	5 0	88 0	92 0	86 6
19 years of age ..	75	2 0	6 0	110 6	115 0	108 6
20 years of age ..	90	2 0	7 0	132 6	138 0	129 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.

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

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

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

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

(d) Junior employees shall not be employed—

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

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





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 9.

[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### FACTORY ENGINE DRIVERS BOARD.

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

2.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<b>A.—STATIONARY ENGINE DRIVERS.</b>				
<i>Steam Engines.</i>				
First-class .. .. .	9 0 0	9 6 0	9 6 6	8 17 0
First-class, with condenser .. .. .	9 6 6	9 12 6	9 13 0	9 3 6
Second-class .. .. .	8 15 0	9 1 0	9 1 6	8 12 0
Second-class, with condenser .. .. .	9 0 0	9 6 0	9 6 6	8 17 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over .. .. .	9 0 0	9 6 0	9 6 6	8 17 0
Under fifty brake horse-power .. .. .	8 15 0	9 1 0	9 1 6	8 12 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power .. .. .	9 0 0	9 6 0	9 6 6	8 17 0
On motors 100-horse power to 250-horse power inclusive .. .. .	8 12 0	8 18 0	8 18 6	8 9 0
On motors under 100-horse power .. .. .	8 6 0	8 12 0	8 12 6	8 3 0

Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.

Note.—Horse power shall be that shown on the maker's name plate.

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

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinfore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted .. .. .	9 3 0	9 9 0	9 9 6	9 0 0
Grader, single unit over 40-brake horse power	9 19 0	10 5 0	10 5 6	9 16 0
Grader, single unit 40-brake horse power and under .. .. .	9 9 0	9 15 0	9 15 6	9 6 0
Concrete paver, single drum .. .. .	8 18 0	9 4 0	9 4 6	8 15 0
<b>H.—FIREMEN.</b>				
Fireman .. .. .	8 10 0	8 16 0	8 16 6	8 7 0
Fireman—first-class .. .. .	8 15 0	9 1 0	9 1 6	8 12 0
Leading fireman—first class .. .. .	9 2 0	9 8 0	9 8 6	8 19 0
Leading fireman—second-class .. .. .	8 19 0	9 5 0	9 5 6	8 16 0
Locomotive fireman .. .. .	8 13 0	8 19 0	8 19 6	8 10 0
<b>I.—GREASERS.</b>				
Greaser or oiler .. .. .	8 6 0	8 12 0	8 12 6	8 3 0
Greaser or oiler—first-class .. .. .	8 15 0	9 1 0	9 1 6	8 12 0
Trimmer .. .. .	8 2 0	8 8 0	8 8 6	7 19 0
Fuelman .. .. .	8 2 0	8 8 0	8 8 6	7 19 0
Engine cleaner .. .. .	8 2 0	8 8 0	8 8 6	7 19 0
Boiler cleaner .. .. .	8 2 0	8 8 0	8 8 6	7 19 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
<b>J.—OTHERS.</b>				
Pile-driving machine .. .. .	9 2 0	9 8 0	9 8 6	8 19 0
All others .. .. .	7 3 0	7 9 0	7 9 6	7 0 0

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

3.

*Additional Rates.*

Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	s. d.
Attending to refrigerating compressor .. .. .	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity .. .. .	9 0
In charge of plant .. .. .	9 0

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

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

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

s. d.  
15 0

**JUNIOR LABOUR.**

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

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
If under 16 years of age ..	25	0 6	1 14 6	1 14 6	1 16 6	1 14 0
If 16 years of age ..	33	0 9	2 6 0	2 6 0	2 8 0	2 5 0
If 17 years of age ..	60	1 0	4 3 0	4 3 0	4 7 0	4 1 6
If 18 years of age ..	75	2 0	5 4 6	5 4 6	5 9 6	5 2 6
If 19, but under 20 years of age ..	90	2 6	6 6 0	6 6 0	6 11 6	6 3 0

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

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

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



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[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 November, 1950.

Dated at Melbourne, this  
1st day of November, 1950.

RAY H. BEERS,  
Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 65 of the 1st February, 1949, shall be replaced by the following clauses:—

2.

FLINT GLASS SECTION.

Apprentices.	Wages per Week.	Improvers.		
		Improvers other than Flint Improver Blowers.	Wages per Week	Flint Improver Blower.
				Wages per Day of 8 Hours.
	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	75 0	1st year's experience ..	68 6	31 3
2nd " " ..	84 9	2nd " " ..	91 0	
3rd " " ..	97 3	3rd " " ..	105 3	
4th " " ..	108 3	4th year's experience and until reaching the age of 21 years	123 6	
5th " " ..	117 3			
and thereafter the minimum adult wage or piecework price				

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Wages per Week.	Females.	Wages per Week.
	s. d.		s. d.
Under 16 years of age .. .. .	40 9	Under 15 years of age .. .. .	36 9
16 years, but under 17 years of age	46 0	15 years, but under 16 years of age	38 9
17 " " " 18 " " "	59 3	16 " " " 17 " " "	50 9
18 " " " 19 " " "	82 0	17 " " " 18 " " "	56 0
19 " " " 20 " " "	96 3	18 " " " 19 " " "	60 6
20 " " " 21 " " "	109 3	19 " " " 20 " " "	70 3
		20 " " " 21 " " "	80 6

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	£ s. d.
Furnacemen .. .. .	8 10 6
Lehr attendants .. .. .	8 1 0
Stickers-up to melter press shop (3 stickers-up)	8 9 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines .. .. .	8 1 0
Crackers-off on Dip and Blow and Y machines .. .. .	8 1 0
Melters on side Lever press glazers and battery jar press .. .. .	8 3 6
Ball blowers 1st year .. .. .	8 1 0
Ball blowers 2nd year .. .. .	8 8 6
Ball blowers 3rd year .. .. .	8 16 0
Taker-out on side lever press .. .. .	8 3 6
Assistants to journeymen .. .. .	7 16 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers .. .. .	8 8 0
Batch mixers' Assistants .. .. .	8 2 0
Handlers of raw materials (as defined) .. .. .	8 1 0
Packers performing any part of the operation of packing ware in straw and headed-up packages .. .. .	8 12 0
Packers doing other packing (as defined) .. .. .	8 0 0
Packers doing nested cartons (as defined) .. .. .	8 0 0
Packers doing partitioned cartons (as defined) .. .. .	8 5 0
Henders-up packed case .. .. .	8 0 0
Warehouse Assemblers .. .. .	8 0 0
Warehousemen .. .. .	8 1 6
Loaders in delivery section .. .. .	8 9 0
Stackers in delivery section .. .. .	8 5 0
Sorters .. .. .	8 7 0
Mould paster .. .. .	8 5 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels .. .. .	8 0 0
Cutters-off .. .. .	8 0 0
Operators on glazing machines .. .. .	8 0 0
Operators on searing-off machines .. .. .	8 2 0
Operators on sandblast booth .. .. .	8 11 0
Acid dippers .. .. .	8 4 0
Glistor colour handlers .. .. .	8 4 0
Sprayer .. .. .	8 9 0
Other adult labour except where hereafter specified .. .. .	7 16 0

*Adult Glassworkers.*

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely:—

Journeymen.	Per Day.
	s. d.
Blowers—	
12" and under .. .. .	40 0
Over 12" and up to 18" .. .. .	43 8
Over 18" .. .. .	48 8
Press workers—	
Press workers on general ware up to 2 lb. .. .. .	38 6
Press workers on general ware 2 lb. to 5 lb. .. .. .	39 6
Press workers on general ware over 5 lb. .. .. .	40 6
Dip mould workers—	
Blowers .. .. .	38 0
Gatherers .. .. .	38 0

*Allowance for Skilled Glassworkers.*

In addition to the rates prescribed herein, skilled glassworkers shall receive the following:—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

## GLASS BOTTLE SECTION.

2.

## ADULTS (OTHER THAN SKILLED GLASSWORKERS).

		Wages per Week.
		£ s. d.
Furnacemen	.. .. .	7 8 0
Salt cake burners	.. .. .	7 8 0
Lehrmen	.. .. .	7 2 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	.. .. .	7 2 6
Salt cake burners' assistants	.. .. .	7 2 6
Packers packing in bags or straw	.. .. .	7 1 6
Sorters	.. .. .	7 1 6
Lister truck hands and assistants	.. .. .	7 0 0
All others	.. .. .	6 19 0

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section, of the said Determination shall remain in force.

