



VICTORIA  
GOVERNMENT GAZETTE.

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No. 996]

FRIDAY, DECEMBER 1.

[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  
30th day of November, 1950.

RAY H. BEERS,  
Secretary for Labour.

**RUBBER TRADE BOARD.**

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

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
Under 16 years of age .. .. .	<i>s. d.</i> 46 0	<i>s. d.</i> 38 9	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age .. .. .	60 3	46 0	
17 " " .. .. .	74 6	53 0	
18 " " .. .. .	96 0	67 3	
19 " " .. .. .	110 3	74 6	
20 " " .. .. .	124 6	81 9	
And thereafter the minimum wage.			

*Proportion.*

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 156s. per week of 40 hours.

**MALE IMPROVERS.**

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 156s. per week of 40 hours.

**FEMALE APPRENTICES.**

*Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 112s. 3d. per week of 40 hours.

*All Other Sections.*

One female apprentice to each adult female worker receiving not less than 112s. 3d. per week of 40 hours.

**FEMALE IMPROVERS.**

*Fancy Goods Section.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 112s. per 3d. week of 40 hours.

*All Other Sections.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 112s. 3d. per week of 40 hours.

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

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

3.

**ADULT MALES (OTHER THAN CABLE MAKING).**

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

## ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.		
	£	s	d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) ..	8	6	6
40. Operator on lathe engaged fashioning biased bowls ..	8	6	6
41. Operator dipping balloons and/or other dipped goods ..	8	2	0
42. Operator of rubber-thread cutting lathe ..	8	4	0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	8	2	0
44. Helper on self-contained mould and/or curing pan and/or dry heater ..	7	16	0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) ..	8	6	6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) ..	8	4	0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) ..	8	2	0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres ..	8	9	0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags ..	8	6	6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres ..	8	6	6
51. Operator engaged in making and/or moulding solid motor tyres ..	8	0	0
51A. Operator racking green motor tyres ..	7	18	0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags ..	8	2	0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	8	4	0
54. Operator in charge hand-making transmission conveyor and/or elevator belting ..	8	6	6
55. Operator engaged hand-making transmission conveyor and/or elevator belting ..	8	3	0
56. Operator engaged on belt-making machine ..	8	0	0
57. Operator laying mats, tiles, or rubber flooring ..	8	9	0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags ..	8	9	0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes ..	8	2	0
60. Operator re-treading new tyres ..	8	0	0
61. Maker of air bags with extruded material ..	8	2	0
62. Maker of air bags (not otherwise classified) ..	8	9	0
62A. Operator buffing air bags ..	7	19	0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres ..	7	18	0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and reel bead making machine) ..	8	4	0
64. Operator in charge of forcing machine straining rubber ..	8	0	0
65. Operator in charge of textile cutting machine ..	8	2	0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand ..	8	0	0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article ..	8	11	0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts ..	8	2	0
69. First assistant on calender 48 inches and over ..	8	6	6
70. First assistant on calender under 48 inches ..	8	0	0
71. Operator in charge of calender 72 inches and under ..	8	18	0
72. Operator in charge of calender over 72 inches ..	9	3	0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) ..	8	7	0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand ..	8	2	0
75. Storeman in charge of moulds ..	7	18	0
76. Operator engaged in mould burning ..	7	18	0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet ..	8	0	0
(b) other ..	8	2	0
78. Operator joining and/or repairing fabric liners ..	7	18	0
79. Operator cutting raw rubber by machine or press ..	7	18	0
80. Operator of trans-stacker or swifter-lifter or other similar machines ..	8	2	0

## ADULT MALES (CABLE MAKING).

81. Operator engaged in any operation other than those for which a margin is fixed hereunder ..	7	16	0
82. Operator on mixing mill ..	8	9	0
83. Operator on warming and/or masticating mill and/or reclaim refining mill ..	8	2	0
84. Heaterman in charge of curing pan and/or dry heater ..	8	2	0
85. Operator in charge of forcing machine ..	8	4	0
86. First assistant on calender 48 inches and over ..	8	6	6
87. First assistant on calender under 48 inches ..	8	0	0
88. Operator in charge of calender 72 inches and under ..	8	18	0
89. Operator in charge of calender over 72 inches ..	9	3	0
90. Fine wire-drawing machine operator ..	8	2	0
91. Medium wire-drawing machine operator ..	8	2	0
92. Wire-drawing (tandem) machine operator ..	8	2	0
93. Annealing furnace operator ..	8	2	0
94. Pickling plant operator ..	8	0	0
95. Wire-winding machine operator ..	8	0	0
96. Fine wire-tinning machine operator ..	8	0	0
97. Medium wire-tinning machine operator ..	8	2	0
98. Assisting tinning-machine operator ..	8	0	0
99. Bunching machine operator ..	8	0	0
100. Stranding and/or armouring machine operator ..	8	2	0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	8	0	0
102. Lapping machine operator ..	8	2	0
103. Longitudinal machine operator ..	8	2	0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.		
	£	s.	d.
104. Longitudinal machine assistant .. .. .	8	0	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator .. .. .	8	0	0
106. Laying up machine operator .. .. .	8	2	0
107. Laying up machine assistant .. .. .	8	0	0
108. Repairer of cables .. .. .	8	2	0
109. Spark testing machine operator .. .. .	8	2	0
110. Tank test attendant .. .. .	8	0	0
111. Operator employed jointing cables .. .. .	8	2	0
112. Operator on waxing and/or compounding and/or impregnating machine .. .. .	8	2	0
113. Helper on waxing and/or compounding and/or impregnating machine .. .. .	8	0	0
114. Lacquering machine operator .. .. .	8	2	0
115. Lacquering machine helper .. .. .	8	0	0
116. Lead press operator for cables .. .. .	8	6	0
117. Lead press assistant for cables .. .. .	8	0	0
118. Lead stripping machine operator for cables .. .. .	8	0	0
119. Marking machine operator .. .. .	8	2	0
120. Rubber slitting machine operator .. .. .	8	2	0
121. Rubber slitting machine helper .. .. .	8	0	0
122. Taping and/or de-taping machine operator .. .. .	8	0	0
123. Inspector and/or examiner of cables .. .. .	8	2	0

## ADULT FEMALES.

	Wages per Week of 40 Hours.		
	£	s.	d.
All adult females .. .. .	5	12	3

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



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Factories and Shops Acts.

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

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

Dated at Melbourne, this  
30th day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in *Government Gazette* No. 643 of the 21st August, 1950, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman .. .. .	9 3 0	9 0 0
Journeywomen .. .. .	6 3 3	6 1 0

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

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

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

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

APPRENTICES—MALES.

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

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
<b>Five-year terms—</b>		
First year's experience .. .. .	43 0	42 0
Second year's experience .. .. .	50 0	49 0
Third year's experience .. .. .	71 6	70 0
Fourth year's experience .. .. .	114 6	112 0
Fifth year's experience .. .. .	143 0	140 0
<b>Four-year terms—</b>		
First year's experience .. .. .	43 0	42 0
Second year's experience .. .. .	71 6	70 0
Third year's experience .. .. .	114 6	112 0
Fourth year's experience .. .. .	143 0	140 0

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age .. .. .	43 0	42 0
16 and under 17 years of age .. .. .	57 3	56 0
17 and under 18 years of age .. .. .	71 6	70 0
18 and under 19 years of age .. .. .	85 9	84 0
19 and under 20 years of age .. .. .	114 6	112 0
20 and under 21 years of age .. .. .	143 0	140 0

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

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.

JUNIOR WORKERS INCLUDING APPRENTICES.

1 .. .. .	1
2 to 20 .. .. .	1 for every 2 such male employees
Over 20 .. .. .	A further 1 for every 3 such male employees over 20.

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

## JUNIOR WORKERS—FEMALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Varrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age .. .. .	s. d. 43 0	s. d. 42 0
16 and under 17 years of age .. .. .	53 6	52 6
17 and under 18 years of age .. .. .	60 9	59 6
18 and under 19 years of age .. .. .	68 0	66 6
19 and under 20 years of age .. .. .	75 0	73 6
20 and under 21 years of age .. .. .	93 0	91 0

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

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

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

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

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







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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  
30th day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### STATIONERY BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1023 of the 29th November, 1949, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		£ s. d.
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	10 1 0
2	Edge gilder	10 1 0
3	Guillotine machine operator	9 1 6
4	Tag machinist where machine has printing attachment	9 12 0
5	Tag machinist	8 16 0
6	Cutter from reel and/or slitter	8 11 0
7	Cutter from reel and/or slitter, if cutting or slitting—	
	(a) Printed, creped, or embossed paper, or papers coated with gum or other adhesive	8 14 6
	(b) Paper into rolls for recording machines or wrapping machines, or machines similar to these machines	8 14 6
8	Envelope angle cutter	9 6 6
9	Envelope angle cutter who has to mark out	9 12 0
10	Envelope cutter and/or die cutter	8 14 6
11	Envelope cutter and/or die cutter who has to mark or lay out	8 18 6
12	Cutter of playing cards	8 14 6
13	Doyley machinist	8 18 6
14	Surface coater	8 14 6
15	Colour mixer for surface coating	8 7 0
16	Calenderer	8 11 0
17	Brusher	8 11 0
18	Water-proofer	8 11 0
19	Plate roller of paper or board	8 11 0
20	Employee working pasteboard machine	8 16 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	10 1 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously	8 14 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A" Adult Males—continued.</i>		
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship .. .. .	£ 8 11 0
24	Toilet roll automatic core making machines .. .. .	8 14 6
25	Toilet paper crepeing machinist .. .. .	8 14 6
26	Toilet roll slitting and rewinding machinist .. .. .	8 14 6
27	Toilet paper oval roll slotting machinist .. .. .	8 11 0
28	Any other adult male .. .. .	7 19 0
29	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery .. .. .	5 1 0
2	Female embosser .. .. .	5 2 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive) .. .. .	5 5 0
	(b) from nine to fifteen employees (both inclusive) .. .. .	5 16 6
	(c) over fifteen employees .. .. .	6 4 0
4	Females employees not otherwise specified .. .. .	4 9 6

NOTE.—See clause 35 (g) *re* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

	Third Column. Weekly Wage.
	£ s. d.
1 Under 15 years of age .. .. .	1 14 3
2 Between 15 and 16 years of age .. .. .	2 3 3
3 Between 16 and 17 years of age .. .. .	2 15 6
4 Between 17 and 18 years of age .. .. .	3 14 6
5 Between 18 and 19 years of age .. .. .	4 13 6
6 Between 19 and 20 years of age .. .. .	5 13 3
7 Between 20 and 21 years of age .. .. .	6 14 0

Where the work is performed by a male apprentice—

	Third Column. Weekly Wage.
	£ s. d.
8 First year .. .. .	1 15 3
9 Second year .. .. .	2 7 6
10 Third year .. .. .	3 1 3
11 Fourth year .. .. .	4 3 0
12 Fifth year .. .. .	5 4 0
13 Sixth year .. .. .	7 4 0
14 A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15 Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

		Third Column. Weekly Wage.
		£ s. d.
1	First year's experience .. .. .	1 14 0
2	Second year's experience .. .. .	2 1 6
3	Third year's experience .. .. .	2 12 9
4	Fourth year's experience .. .. .	3 3 0
5	Fifth year's experience .. .. .	4 2 6
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 999]

FRIDAY, DECEMBER 1.

[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  
30th day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette*, No. 645 of the 21st August, 1950, shall be replaced by the following clauses:—

2.

#### WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference) .. .. .	9 3 0	9 0 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions .. .. .	8 17 0	8 14 0
All other Journeymen .. .. .	9 3 0	9 0 0
Journeywomen .. .. .	6 3 3	6 1 0

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

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

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

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

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

**APPRENTICES—MALES.**

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<b>Five year terms—</b>		
First year's experience .. .. .	43 0	42 0
Second year's experience .. .. .	50 0	49 0
Third year's experience .. .. .	71 6	70 0
Fourth year's experience .. .. .	114 6	112 0
Fifth year's experience .. .. .	143 0	140 0
<b>Four year terms—</b>		
First year's experience .. .. .	43 0	42 0
Second year's experience .. .. .	71 6	70 0
Third year's experience .. .. .	114 6	112 0
Fourth year's experience .. .. .	143 0	140 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**JUNIOR WORKERS—MALES.**

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	43 0	42 0
16 and under 17 years of age .. .. .	57 3	56 0
17 and under 18 years of age .. .. .	71 6	70 0
18 and under 19 years of age .. .. .	85 9	84 0
19 and under 20 years of age .. .. .	114 6	112 0
20 and under 21 years of age .. .. .	143 0	140 0

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

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

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

**JUNIOR WORKERS—FEMALES.**

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age .. .. .	43 0	42 0
16 and under 17 years of age .. .. .	53 6	52 6
17 and under 18 years of age .. .. .	60 9	59 6
18 and under 19 years of age .. .. .	68 0	66 6
19 and under 20 years of age .. .. .	75 0	73 6
20 and under 21 years of age .. .. .	93 0	91 0

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

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

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

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

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







# VICTORIA GOVERNMENT GAZETTE.

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No 1000]

FRIDAY, DECEMBER 1.

[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  
30th day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

### TINSMITHS BOARD.

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

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class) .. .. .	9 15 0	10 1 6	9 12 0
Sheet metal worker (2nd class) .. .. .	9 0 0	9 6 6	8 17 0
Spinner (1st class) .. .. .	9 4 0	9 10 6	9 1 0
Spinner other .. .. .	8 9 0	8 15 6	8 6 0
Die setter .. .. .	8 9 0	8 15 6	8 6 0
Die setter—press operator working from blue prints or plans .. .. .	9 0 0	9 6 6	8 17 0
Press operator (heavy) .. .. .	8 7 0	8 13 6	8 4 0
Press operator (light) .. .. .	8 5 0	8 11 6	8 2 0
Solderer and dipper .. .. .	8 7 0	8 13 6	8 4 0
Drop hammer stamper .. .. .	8 7 0	8 13 6	8 4 0
Guillotine operator (as defined) .. .. .	9 0 0	9 6 6	8 17 0
Guillotine operator (other) .. .. .	8 5 0	8 11 6	8 2 0
Guttering machinist .. .. .	8 5 0	8 11 6	8 2 0
Power machinist (not otherwise specified) .. .. .	8 5 0	8 11 6	8 2 0
<i>(b) Welding Division.</i>			
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
Tack welder .. .. .	8 9 0	8 15 6	8 6 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand .. .. .	8 9 0	8 15 6	8 6 0
Canister-maker by hand and riveter by hand .. .. .	8 9 0	8 15 6	8 6 0
Solderer and dipper .. .. .	8 5 0	8 11 6	8 2 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over .. .. .	8 9 0	8 15 6	8 6 0
Operator of power capping machines or metal pots on automatic machines .. .. .	8 7 0	8 13 6	8 4 0
Operator of other power presses and other power machines .. .. .	8 5 0	8 11 6	8 2 0
Cap solderer (not otherwise classified) .. .. .	8 5 0	8 11 6	8 2 0

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(d) Galvanizing.</i>			
Galvanizer .. .. .	8 16 0	9 2 6	8 13 0
Tinner and grease tinner .. .. .	8 16 0	9 2 6	8 13 0
Assistant working over metal pot .. .. .	8 7 0	8 13 6	8 4 0
Pickler .. .. .	8 6 0	8 12 6	8 3 0
All others in this Division .. .. .	8 2 0	8 8 6	7 19 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker .. .. .	9 0 0	9 6 6	8 17 0
Spray operator .. .. .	8 9 0	8 15 6	8 6 0
Grainer, liner, and filliter .. .. .	8 5 0	8 11 6	8 2 0
Painter and lacquerer .. .. .	8 5 0	8 11 6	8 2 0
Dipper .. .. .	8 5 0	8 11 6	8 2 0
<i>(f) Porcelain Enamelling.</i>			
Fuser .. .. .	8 15 0	9 1 6	8 12 0
Fuser on medallions, badges, or buckles .. .. .	8 5 0	8 11 6	8 2 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .	8 6 0	8 12 6	8 3 0
Inspector (other) .. .. .	8 3 0	8 9 6	8 0 0
Mill hand and mixer .. .. .	8 6 0	8 12 6	8 3 0
Packer and despatcher .. .. .	8 10 6	8 17 0	8 7 6
Pickler .. .. .	8 6 0	8 12 6	8 3 0
Racksman .. .. .	8 1 0	8 7 6	7 18 0
Sand and shot blaster .. .. .	8 19 0	9 5 6	8 16 0
Sprayer .. .. .	8 7 0	8 13 6	8 4 0
Swiller, gripper, and brusher .. .. .	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 in any Division .. .. .	7 6 0	7 12 6	7 3 0
<i>(g) General.</i>			
Process worker .. .. .	8 5 0	8 11 6	8 2 0
Tool storeman (as defined) .. .. .	8 6 0	8 12 6	8 3 0
Storeman and/or packer .. .. .	8 10 6	8 17 0	8 7 6

*Leading Hands.*

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

*Ship Repairing.*

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

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

APPRENTICESHIP.

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

*Apprenticeship Trades.*

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

Sheet-metal worker—1st class.

*Period of Apprenticeship.*

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

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

*Proportion.*

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

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

In the trade of—

Welder—1st class ;

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

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

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

	Percentage of Needs Basic Wage.	Constant Loading.	War 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.			
		<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	2 0 6	2 2 6	1 10 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.—Apprentices 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 12 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.*

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

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows :—

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		<i>s d.</i>	<i>s d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<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.—Male Junior Labour.</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

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

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

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

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

*Prohibited Occupations.*

(b) Junior employees shall not be employed :—

- (i) If under the age of 16 years—  
using electric arc or oxy-acetylene blow pipe; or
- (ii) If under 18 years of age—  
die setting on power presses, or as operators of power driven guillotines.

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



# VICTORIA GOVERNMENT GAZETTE.

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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  
30th day of November, 1950.

RAY. H. BEERS,  
Secretary for Labour.

## VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 726 of the 31st August, 1950, shall be replaced by the following clauses:—

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman .. .. .	195 0	201 6	192 0
Carpenter on maintenance work .. .. .	195 0	201 6	192 0
Coremaker, jobbing .. .. .	195 0	201 6	192 0
Die maker (see "toolmaker") .. .. .			
Die setter .. .. .	189 6	196 0	186 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .. .	199 6	206 0	196 6
Electrical fitters .. .. .	195 0	201 6	192 0
Electrical mechanic .. .. .	195 0	201 6	192 0
Fitter and/or turner, tradesman .. .. .	195 0	201 6	192 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) .. .. .	166 0	172 6	163 0
Jigmaker, in wood or metal .. .. .	195 0	201 6	192 0
Machinist (metal), first class .. .. .	195 0	201 6	192 0
Machinist (metal), second class .. .. .	180 0	186 6	177 0
Machinist (metal), third class .. .. .	171 0	177 6	168 0
Machinist (wood) (see "wood machinist") .. .. .			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off") .. .. .			
Panel worker, tradesman .. .. .	195 0	201 6	192 0
Pattern maker .. .. .	208 0	214 6	205 0

	DAY SHIFT.		
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	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<i>MALES—continued.</i>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—			
(a) such tradesmen shall not be required to work to drawings or prints;			
(b) whilst so employed shall be paid a rate of ..	199 6	206 0	196 6
Pipe fitter—			
(a) On high pressure work (i.e., live steam or hydraulic press work) ..	195 0	201 6	192 0
(b) On low pressure work ..	180 0	186 6	177 0
Saw doctor ..	199 6	206 0	196 6
Smith, tradesman ..	196 6	203 0	193 6
Template maker ..	201 0	207 6	198 0
Tool maker, tool hardener, and die maker (in wood or metal)	208 0	214 6	205 0
Tradesman, the greater part of whose time is occupied marking off ..	199 6	206 0	196 6
Trimmer, tradesman (on development work) ..	194 0	200 6	191 0
Turner (see "Fitter and/or turner").			
Welder, first class ..	198 6	205 0	195 6
Welder, second class ..	182 0	188 6	179 0
Welder, third class ..	171 0	177 6	168 0
Welder, fourth class ..	166 6	173 0	163 6
Wood machinist, first class ..	189 6	196 0	186 6
<i>Production.</i>			
Acid washer ..	176 0	182 6	173 0
Air hammer operator ..	182 0	188 6	179 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) ..	168 0	174 6	165 0
Assembler (aero engine) ..	195 0	201 6	192 0
Assembler and/or wiper, chassis ..	175 0	181 6	172 0
Assembler, cushion and squab spring ..	172 0	178 6	169 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	182 0	188 6	179 0
Assembler of bodies or parts of bodies "on the line" ..	189 6	196 0	186 6
Assembler of chassis parts independently of main assembly	175 0	181 6	172 0
Assembler, windscreen frame ..	172 0	178 6	169 0
Axle maker ..	195 0	201 6	192 0
Axle turner ..	195 0	201 6	192 0
Band and/or jig sawyer, trim ..	182 0	188 6	179 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) ..	185 0	191 6	182 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	171 0	177 6	168 0
Body maker, first class ..	195 0	201 6	192 0
Body maker, second class ..	189 6	196 0	186 6
Body moulder ..	175 0	181 6	172 0
Bow socket enameller (see "enameller")			
Bulldozer operator—			
(a) Setting up machine ..	180 6	187 0	177 6
(b) Not setting up machine ..	171 0	177 6	168 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	183 0	189 6	180 0
Cold setter ..	174 0	180 6	171 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand) ..	189 6	196 0	186 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press ..	189 6	196 0	186 6
Dipper and hangar (paint) ..	165 0	171 6	162 0
Dipper, solder or tin ..	171 0	177 6	168 0
Drier ..	167 0	173 6	164 0
Driller (Panel) ..	169 0	175 6	166 0
Driller (Other) ..	171 0	177 6	168 0
Drop hammer smith—			
(a) When dies are not used ..	196 6	203 0	193 6
(b) When dies are used ..	171 0	177 6	168 0

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<b>MALES—continued.</b>			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper .. .. .	166 6	173 0	163 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim) .. .. .	182 0	188 6	179 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class .. .. .	195 0	201 6	192 0
Electroplater, second class .. .. .	180 0	186 6	177 0
Electroplater, third class .. .. .	164 0	170 6	161 0
Enameller, bow socket .. .. .	168 6	175 0	165 6
Enameller in colours and/or varnisher (finishing coat brush)	189 6	196 0	186 6
Folding machine operator .. .. .	172 0	178 6	169 0
Frame operative (cushion and squabs) .. .. .	172 0	178 6	169 0
Furnace brazer .. .. .	180 6	187 0	177 6
Furnaceman .. .. .	171 0	177 6	168 0
Garnish mould bender and/or shaper (see "Bender and/or shaper") .. .. .			
Garnish mould finisher .. .. .	182 0	188 6	179 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal) .. .. .	171 0	177 6	168 0
Grinder and/or buffer (metal) using portable machine .. .. .	176 0	182 6	173 0
Guillotine machinist .. .. .	172 0	178 6	169 0
Hammer driver, steam, pneumatic or other power .. .. .	166 6	173 0	163 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department) .. .. .	161 0	167 6	158 0
Labourer assisting without using tools (chassis assembly) .. .. .	161 0	167 6	158 0
Liner .. .. .	189 6	196 0	186 6
Machinist (metal), first class .. .. .	195 0	201 6	192 0
Machinist (metal), second class .. .. .	180 0	186 6	177 0
Machinist (metal), third class .. .. .	171 0	177 6	168 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal) .. .. .	180 6	187 0	177 6
Marker-out or scriber (using patterns or templates) .. .. .	170 0	176 6	167 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder .. .. .	173 0	179 6	170 0
Painter, coach (brush) .. .. .	189 6	196 0	186 6
Painter, spray (on coats other than priming) .. .. .	189 6	196 0	186 6
Painter, spray and/or brush (on prime coats) .. .. .	176 0	182 6	173 0
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	168 6	175 0	165 6
Painter's labourer .. .. .	163 0	169 6	160 0
Panel beater, first class .. .. .	195 0	201 6	192 0
Panel beater, second class .. .. .	189 6	196 0	186 6
Panel edge turner .. .. .	180 0	186 6	177 0
Panel fixer, metal .. .. .	172 0	178 6	169 0
Panel machinist (other) .. .. .	171 0	177 6	168 0
Panel worker, dent knocker and/or metal finisher .. .. .	189 6	196 0	186 6
Paster (trim) .. .. .	173 0	179 6	170 0
Petrol tank operative .. .. .	173 0	179 6	170 0
Pickler .. .. .	171 0	177 6	168 0
Plate glass beveller .. .. .	185 0	191 6	182 0
Plate glass cutter .. .. .	185 0	191 6	182 0
Plate glass driller .. .. .	185 0	191 6	182 0
Plate glass grinder .. .. .	168 6	175 0	165 6
Pleat stuffer .. .. .	171 0	177 6	168 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs .. .. .	180 0	186 6	177 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure) .. .. .	181 0	187 6	178 0
Press operator's assistant directly assisting at press (over 400 tons pressure) .. .. .	165 0	171 6	162 0
Press operator (light) .. .. .	170 0	176 6	167 0
Process worker .. .. .	165 0	171 6	162 0
Riveter on motor truck or wagon body .. .. .	189 6	196 0	186 6
Riveter, chassis .. .. .	175 0	181 6	172 0
Riveter, other (up to and including 3/4-in. rivet) .. .. .	172 0	178 6	169 0
Rotary buff operator—			
(a) While doing dent knocking .. .. .	189 6	196 0	186 6
(b) While not doing dent knocking on the line .. .. .	182 0	188 6	179 0
Rotary shearing machinist .. .. .	180 0	186 6	177 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork) .. .. .	167 0	173 6	164 0
Screwer and/or tapper .. .. .	166 6	173 0	163 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

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	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warramboul Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	171 0	177 6	168 0
Smith tradesmen	196 6	203 0	193 6
Solderer, "on the line"	189 6	196 0	186 6
Solderer not "on the line"	182 0	188 6	179 0
Solderer (on other than body work)	182 0	188 6	179 0
Spotter and/or touch-up	189 6	196 0	186 6
Spray painter (see "Painter, spray")			
Spring fitter	195 0	201 6	192 0
Spring maker, cushion and squab	189 6	196 0	186 6
Spring maker, laminated	195 0	201 6	192 0
Spring maker, spiral (by hand)	180 6	187 0	177 6
Spring service worker	171 0	177 6	168 0
Squab and/or cushion maker	189 6	196 0	186 6
Stopper-up	175 0	181 6	172 0
Stove attendant, electric	172 0	178 6	169 0
Strap maker	171 0	177 6	168 0
Stretching machine operator	172 0	178 6	169 0
Striker	160 0	172 6	163 0
Tapper (see "Screwdriver and/or tapper").			
Tester	171 0	177 6	168 0
Timber kiln attendant	163 0	169 6	160 0
Timber orderman	170 0	176 6	167 0
Timber stacker	164 0	170 6	161 0
Touch-up (see "Spotter and/or touch-up").			
Transfer grainer	174 0	180 6	171 0
Trimmer, sectional (on the line)	185 0	191 6	182 0
Trimmer, sectional (off line)	180 0	186 6	177 0
Trimmer, tradesman (including cutter by hand)	189 6	196 0	186 6
Tube maker	168 6	175 0	165 6
Tyre fitter	168 6	175 0	165 6
Uni-shear operator	171 0	177 6	168 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyceman	174 0	181 6	171 0
Washer using phenyl, petrol, kerosene, &c.	166 0	172 6	163 0
Welder, "A" grade	198 6	205 0	195 6
Welder, "B" grade	191 0	197 6	188 0
Welder, federal aluminium	182 0	188 6	179 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	182 0	188 6	179 0
Welder, electric spot and butt	172 0	178 6	169 0
Wet rubber and/or polisher (paint)	173 0	182 6	173 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	189 6	196 0	186 6
Wood machinist, second class	180 0	186 6	177 0
Writer	195 0	201 6	192 0
<i>Horse-drawn Vehicles.</i>			
Axle maker	189 6	196 0	186 6
Axle turner	189 6	196 0	186 6
Grainer	189 6	196 0	186 6
Nave mortise and boring machinist	170 0	176 6	167 0
Nave turner	183 0	189 6	180 0
Signwriter	189 6	196 0	186 6
Spoke lather	183 0	189 6	180 0
Spoke planer	183 0	189 6	180 0
Spoke tenoner	183 0	189 6	180 0
Spoke throater	183 0	189 6	180 0
Timber bender	183 0	189 6	180 0
Wheelwright and wheel maker	189 6	196 0	186 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker	195 0	201 6	192 0
Pitman	180 6	187 0	177 6
Wheel grinder	180 6	187 0	177 6
Wheel turner	195 0	201 6	192 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation	175 0	181 6	172 0
Driver of chassis and/or new vehicle	169 0	175 6	166 0
Case maker	168 6	175 0	165 6
Case repairer	165 0	171 6	162 0

The rates in clause 2 include war loadings.



FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding ; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 40 Hours.		
	£	s.	d.
For the first six months .. .. .	4	14	0
Thereafter .. .. .	5	3	6

(b) The rates payable to females under the age of 21 years shall be :—

	Per Week of 40 Hours.		
	£	s.	d.
For the first six months .. .. .	3	3	0
For the second six months .. .. .	3	18	0
Thereafter until 21 years of age .. .. .	4	13	0

APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—

- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
- (ii) Trimmer (Production).
- (iii) Axle maker.
- (iv) Saw dootor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

- (i) Electrical fitter.
- (ii) Electrical mechanic.
- (iii) Electro-plater, first class.
- (iv) Fitter and/or turner.
- (v) Metal machinist, first class.
- (vi) Pattern maker.
- (vii) Welder (first class only).
- (viii) Body maker, first class.
- (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
- (x) Tradesman panel worker and panel beater (first class).
- (xi) Trimmer, development and/or repair work.
- (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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.

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.

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

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

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

*Cancellation or Suspension of Indenture.*

(f) 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.*

(g) The training of apprentices to smithing, fitting, and turning or panel working 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.

The training of apprentices to body making or 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.

*Wages.*

(h) (a) Apprentices—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>Five-year terms—</b>	<i>s. l.</i>	<i>s. l.</i>	<i>s. l.</i>
First year .. .. .	40 6	42 6	39 6
Second year .. .. .	57 0	59 6	55 6
Third year .. .. .	75 6	79 0	74 0
Fourth year .. .. .	119 6	125 0	117 0
Fifth year .. .. .	149 0	155 6	146 0
<b>Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>			
First year .. .. .	46 0	48 0	45 0
Second year .. .. .	75 0	78 6	73 6
Third year .. .. .	119 6	125 0	117 0
Fourth year .. .. .	149 0	155 6	146 0

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

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for sum equivalent to 2s. 6d. per week as a tool allowance.

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

*Sick Leave, Public Holidays, and Annual Leave.*

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

*Hours.*

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

*Overtime and Shift Work.*

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that 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.

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

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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.

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

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

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

**MALE JUNIOR WORKERS.**

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following :—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	36 6	38 6	38 0
16 years of age .. .. .	51 6	54 0	50 6
17 years of age .. .. .	70 0	73 0	68 6
18 years of age .. .. .	88 0	92 0	86 6
19 years of age .. .. .	110 6	115 6	108 6
20 years of age .. .. .	132 6	138 0	129 6

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

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