VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 142] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this 4th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WATCHMEN'S BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 688 of the 19th July, 1951, shall be replaced by the following clauses:—

2.

Classes of Employees.	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.			Other Parts of Victoria where this Determination applies.		
	Wages.	War-time Loading.	Total.	Wages.	War-time Loading.	Total.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Watchman (other than watchmen as defined in clause 3), who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	241 5	3 0	244 5	238 5	3 0	241 5
All others (other than watchmen as defined in clause 3)	226 0	3 0	229 0	223 0	3 0	226 0

WHARF WATCHMEN.

3. (*a*) Wharf Watchmen—i.e., persons employed as watchmen in connexion with overseas and/or interstate shipping shall be paid as follows:—

(i) On wharfs and/or ships (excluding ships' holds) at the rate of 5s. $11^{9}/_{10}$d. per hour.

(ii) In ships' holds at the rate of 6s. $6^{13}/_{20}$d. per hour.

(*b*) Hold Watchmen—When waterside workers engaged in handling cargo in a vessel's hold are paid an extra rate because of the obnoxiousness of such cargo, either by Board of Reference decision or by agreement, any hold watchman employed in such hold shall be paid an extra rate of 6d. per hour, or such lesser amount as may be paid to the waterside workers concerned.

(*c*) Wharf Watchmen—When a cargo watchman is engaged elsewhere than in the hold of a vessel, and is obliged to work in close proximity to cargo, which, because of its obnoxiousness, is the subject of an extra rate paid to the waterside workers handling such cargo, he shall be paid an extra rate of 3d. per hour for such period as he may be affected.

(*d*) Dangerous Cargo—When waterside workers are paid an extra rate for handling Ammonium Nitrate and Sodium Chlorate, such extra rate shall be paid to any hold watchman who may be employed in the hold where such cargo is being handled for such period as may be applicable.

(*e*) Hold and/or wharf watchmen commencing duty at 5 p.m. for the evening shift or at midnight for the midnight shift shall be paid 8 hours at the ordinary rate provided in each case the full shift is worked and provided further that he does not work a total of 8 hours by working on into the succeeding shift.

(*f*) Wharf watchmen shall be required to diligently attend to their duties as watchmen and immediately report to the Superintendent or foreman in charge of the hatch or the Ship's Officer on duty any cases of pillage or suspected or attempted pillage and damage, and if required, make notes and furnish reports regarding same. It is also required that smoking and committing a nuisance in the hold should be stopped and, if persisted in, reported in the manner directed above.

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

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

No. 142.—856/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 143] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
6th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

BUILDERS' LABOURERS BOARD.

Clause 1 of Part I. and clause 1 of Part II. of the Determination published in *Government Gazette* No. 745 of the 2nd August, 1951, shall be replaced by the following clauses:—

PART I.

This part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry.

WAGES.

1. (*a*) For skilled builders' labourers—6s. 7¼d. per hour.
For ordinary builders' labourers—6s. 4¼d. per hour.

(NOTE.—To the above amounts must be added any allowance payable in accordance with clause 6 of this Part.)

(*b*) "Builders' Labourer—skilled" means an employee engaged upon the work of steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand or crane-hand, dogman, scaffolder, powder monkey, drainer, demolisher, jack-hammerman, winch or hoist driver or mixer driver.

(*c*) "Builders' Labourer—ordinary" means an employee engaged under this Determination in occupations other than those set out in sub-clause (*b*) of this clause.

Definition.

(*d*) "Federation" means the Australian Builders' Labourers' Federation.

PART II.

This Part applies to the employment of persons employed as builders' labourers in mixed industry as defined in clause 12 of this Part.

WAGES PER WEEK.

1. (*a*)

—	Higher Grade.	Lower Grade.
	£ s. d.	£ s. d.
Builders' Labourer	12 1 0	11 12 0

Provided that where an employee is engaged on work other than "maintenance" as defined in clause 12 of this Part, the above-stated wage rates shall be increased by an additional amount at the rate of 2s. 6d. per week when so employed. Such is the additional amount referred to in the proviso to clause 13 of this Part.

(*b*) An employee whose employment is terminated by the employer within six months of his employment for any cause other than for malingering, inefficiency, neglect of duty or misconduct, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

Clauses, other than clause 1 of Part I, and clause 1 of Part II, of the said Determination shall remain in force.

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

No. 143.—1050/52.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 144] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 754 of the 9th August,, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)		Dentist's Attendant. (Apprentices and Improvers.)			Other Employees.	Minimum Wage.
	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.
1st year	56 0	1st year	51	80 0	Dentist's Surgical Assistant ..	341 0
2nd year	78 0	2nd year	71	111 0	Dentist's Mechanic	274 0
3rd year	100 6	3rd year	93	145 6	Dentist's Attendant	179 0
4th year	157 0					
5th year	196 0					
6th year	237 0					

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

*NOTE.—Clause 3. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

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

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

No. 144.—1053/52. —PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 145] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

Clauses 2 to 4 of the Determination published in *Government Gazette* No. 691 of the 19th July, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP A.	£ s. d.	£ s. d.
Action regulator	12 16 6	12 13 6
Tuner and/or action repairer	12 16 6	12 13 6
Player mechanic	12 16 6	12 13 6
Part maker	12 16 6	12 13 6
Side gluer	12 16 6	12 13 6
Sound board maker	12 16 6	12 13 6
Fly finisher	12 16 6	12 13 6
Maker and/or repairer of musical instruments	12 16 6	12 13 6
Player action assembler	12 11 6	12 8 6
Piano action assembler	12 11 6	12 8 6
Iron frame driller	11 19 0	11 16 0
Iron frame finisher by hand or spray	11 19 0	11 16 0
Spring and brass wire spinner	11 19 0	11 16 0
Veneer presser	11 19 0	11 16 0
Veneer scraper	11 19 0	11 16 0
Gluer up	11 19 0	11 16 0
Polisher	12 16 6	12 13 6
Spray hand	11 19 0	11 16 0
Employee rubbing down and/or filling and/or varnishing and/or staining	11 19 0	11 16 0
Gramophone case maker or fitter	12 16 6	12 13 6
Boult's carver machinist	12 16 6	12 13 6
Shaping machinist	12 16 6	12 13 6
Moulding machinist who grinds his own cutters	12 16 6	12 13 6
Wood turner	12 16 6	12 13 6
Router machinist	12 16 6	12 13 6
Linderman or similar jointer machinist who sets up and is in charge of his machine	12 16 6	12 13 6
Band and jig sawyer	12 9 0	12 6 0
Circular sawyer	12 9 0	12 6 0
Dovetailer machinist	12 9 0	12 6 0
Buzzer machinist	12 9 0	12 6 0
Planer machinist	12 9 0	12 6 0

No. 145.—1209/52.—PRICE 3D.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A—*continued.*		
Thicknesser machinist	12 9 0	12 6 0
Glue jointer machinist	12 9 0	12 6 0
Tenoner machinist	12 9 0	12 6 0
Copying or automatic lathe—employee setting up or operating	12 9 0	12 6 0
Morticer machinist	12 9 0	12 6 0
Triple drum sander	12 9 0	12 6 0
Multiple borer machinist (three or more bits) who sets up and operates	12 9 0	12 6 0
Moulding machinist who does not grind his own cutters	12 9 0	12 6 0
Sander machinist	11 19 0	11 16 0
Boring machinist (less than three bits)	11 19 0	11 16 0
All other machinists	11 19 0	11 16 0
Timber bender	11 19 0	11 16 0
Timber stacker	11 4 0	11 1 0
Yardman	11 4 0	11 1 0
Tailer-out	11 4 0	11 1 0
Employees not otherwise classified	10 12 0	10 9 0
Females.		
Veneer matcher	8 16 6	8 14 6
Upholstress	8 16 6	8 14 6
All others	8 0 6	7 18 6
GROUP B.		
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		

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Male Apprentices.	s. d.	s. d.
5-year Term—		
1st year's experience	59 6	58 6
2nd year's experience	82 6	81 6
3rd year's experience	110 0	108 6
4th 4ear's experience	173 6	171 0
5th year's experience	215 0	212 0
4-year Term—		
1st year's experience	67 6	66 6
2nd year's experience	110 0	108 6
3rd year's experience	173 6	171 0
4th year's experience	215 0	212 0
Male Improvers.		
Under 16 years of age	50 0	49 6
16 and under 17	61 6	60 6
17 and under 18	82 6	81 6
18 and under 19	110 0	108 6
19 and under 20	173 6	171 0
20 and under 21	214 0	211 0
Female Apprentices.		
1st year's experience	72 0	71 0
2nd year's experience	103 0	102 0
3rd year's experience	138 0	136 6
4th year's experience	158 0	156 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	51 6	51 0
17 years	72 0	71 0
18 years	103 0	102 0
19 years	138 0	136 6
20 years	158 0	156 0

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 146] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

ORGAN BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 305 of the 15th March, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Group A.		
Organ builder	12 16 6	12 13 6
Employee erecting, dismantling or repairing organs	12 16 6	12 13 6
Wood worker	12 16 6	12 13 6
Voicer	12 16 6	12 13 6
Tuner	12 16 6	12 13 6
Metal pipe maker	12 16 6	12 13 6
Polisher	12 16 6	12 13 6
Spray hand	11 19 0	11 16 0
Employee rubbing down and/or filling and/or varnishing and/or staining	11 19 0	11 16 0
Employees not otherwise classified	10 12 0	10 9 0
Group B.		
LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9/- per week extra; more than ten and not more than twenty employees, 18/- per week extra; more than twenty employees 27/- per week extra.		

No. 146.—1210/52.——PRICE 3D.

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O.; Geelong, at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Apprentices.	*s. d.*	*s. d.*
Five-year Term—		
1st year's experience	59 6	58 6
2nd year's experience	82 6	81 6
3rd year's experience	110 0	108 6
4th year's experience	173 6	171 0
5th year's experience	215 0	212 0
Four-year Term—		
1st year's experience	67 6	66 6
2nd year's experience	110 0	108 6
3rd year's experience	173 6	171 0
4th year's experience	215 0	212 0
Improvers.		
Under 16 years of age	50 0	49 6
16 and under 17	61 6	60 6
17 and under 18	82 6	81 6
18 and under 19	110 0	108 6
19 and under 20	173 6	171 0
20 and under 21	214 0	211 0

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 147] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
11th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PAINT AND COLOUR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 44 of the 23rd January, 1951, shall be replaced by the following clause:—

2. IMPROVERS.*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		s. d.			s. d.
15 years of age ..	44	92 0	16 years of age ..	48	75 0
16 years of age ..	48	100 6	17 years of age ..	58	91 0
17 years of age ..	58	121 0	18 years of age ..	69	108 0
18 years of age ..	69	144 0	19 years of age ..	80	125 0
19 years of age ..	80	167 0	20 years of age ..	95	148 6
20 years of age ..	95	198 6			

*NOTE.—The board has determined, in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

No. 147.—1211/52.—PRICE 3D.

OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

—	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead.			
Employee engaged on lead filters	..	..	241 0
Employee engaged on carbonators	..	..	240 0
Employee engaged on lead dryers	..	..	239 0
Employee engaged on lead melting kettles	..	..	238 6
General process worker	..	..	236 0
All others	..	..	231 0
Elsewhere—			
Varnish maker or natural gum runner	258 0	3 0	261 0
Oil boiler or burner or chemical colour maker	252 0	3 0	255 0
Tinter of paint, lacquer or enamel	248 0	3 0	251 0
Varnish maker's assistant	237 0	3 0	240 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker	235 0	3 0	238 0
All other males	228 0	3 0	231 0
All other females	158 3	3 0	161 3

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

Clauses, other than clause 2, of the said Determination as amended on the 5th March, 1951, shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 148] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination, published in *Government Gazette* No. 23 of the 18th January, 1952, shall be replaced by the following clauses:—

PART I.

2. (a)

Improvers.

WAGES PER WEEK.

—	Percentage of Basic Wage.	— s.	— d.
Under 17 years of age	67	140	0
17 years of age	79	165	0
18 " "	91	190	0
19 " " or over—the appropriate rate prescribed under the heading "other employees".			

PROPORTION.

One improver to the first six workers, and thereafter one improver every ten workers receiving not less than 226s. 8d. per week.

Other Employees.

WAGES PER WEEK.

	s.	d.
Persons trimming or spreading coal that is heated or on fire	322	0
Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines ..	266	0
Persons employed trimming coal and/or feeding coal to and from coal loaders	256	0
Persons trimming coal from the "Grab"	263	4
Other coal trimmers	256	0
Coal baggers or loaders	256	0
Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles ..	256	0
Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks	278	0
Persons loading by shovel or fork loose coal from the ground into railway trucks	289	0
Coke stackers at wharf coal yards	265	2
Coke yard employees	226	8
Carters driving one horse	232	6
Carters driving two horses	240	6
Carters driving three horses	245	0
Carters driving four horses	248	0
Carters driving five horses	249	6
And 6d. extra per day for every additional horse.		
Drivers of motor vehicle, including girlinger, having a maker's capacity of—		
(a) 25 cwt. or less	240	6
(b) Over 25 cwt., but not over 3 tons	246	6
(c) Over 3 tons, but under 6 tons	251	0
Further tonnage—for each complete ton over 5 an extra 1s. per week		
All other coal yard employees	249	0

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

(b) GAS PRODUCER UNITS.—The following provisions shall apply to drivers of gas producer units:—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof

(iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

PART II.

1. (a)

Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	— s.	d.
Under 17 years of age.. ..	65	136	0
17 years of age	77	161	0
18 " "	87	182	0
19 " " or over—the appropriate rate prescribed under the heading "other employees".			

PROPORTION (BY ANY EMPLOYER.)

One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 232s. 6d. per week.

NOTE.—The Board determines that no person shall be employed as an apprentice.

Other Employees.

WAGES PER WEEK OF 40 HOURS.

	s.	d.
Wood cutters, using axe, power crosscut circular saw, or other method	236	8
Carters driving one horse	232	6
Carters driving two horses	240	6
Carters driving three horses	245	0
Carters driving four horses	248	0
Carters driving five horses	249	6
And 6d. extra per day for every additional horse.		
Drivers of vehicle (including girlinger) having maker's capacity of—		
(a) 25 cwt. or less	240	6
(b) Over 25 cwt., but not over 3 tons	246	6
(c) Over 3 tons, but under 6 tons	251	0
Further tonnage—for each complete ton over 5 an extra 1s. per week.		
Charcoal burning by retorts, metal or brick kilns, or pits—		
(a) Operator in charge of plant	251	8
(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	241	8
Grinding or grading charcoal—		
(a) Attendant in charge of plant—		
(i) With four or more persons under his supervision ..	261	8
(ii) With three or fewer persons under his supervision ..	257	8
(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	251	8

(b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units:—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

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

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

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 149] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this 13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PLATE GLASS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 693 of the 19th July, 1951, shall be replaced by the following clauses:—

WAGES.

2.

Adults, Journeymen or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A. SAFETY GLASS SECTION.		
Males.		
Cutter	12 16 6	12 13 6
Beveller	12 16 6	12 13 6
Employee in charge of laminating room	12 16 6	12 13 6
Autoclave attendant	12 9 0	12 6 0
Furnace operator	12 9 0	12 6 0
Edge workers excluding those employed on automatic or semi-automatic machines	12 9 0	12 6 0
Edge workers employed on automatic or semi-automatic machines	11 19 0	11 16 0
Edge sealer	11 19 0	11 16 0
Employee packing, unpacking or issuing glass	11 19 0	11 16 0
Females.		
Females engaged on scratch polishing machines	8 8 6	8 6 6
Females engaged in inspecting and testing	8 4 6	8 2 6
All other work	8 0 6	7 18 6
GROUP B. OTHER GLASS SECTION.		
Painter or Designer on glass	13 3 6	13 0 6
Pencil hand embosser	12 16 6	12 13 6
Tradesman, i.e., an employee who has completed Indenture of apprenticeship or an adult employee who has been trained for not less than four years as a beveller, silverer, glazier, glass cutter, glass bender, glass blocker, scratch polisher, sand blaster	12 16 6	12 13 6
Tradesman's assistant, i.e., an adult employee other than a tradesman who assists a tradesman, but does not do tradesman's work or is employed in checking, recording, packing or unpacking glass	11 19 0	11 16 0
Rubber out embosser	11 19 0	11 16 0
Cementer	11 19 0	11 16 0
Employee turning one lead from mill for leaded light glazier	11 19 0	11 16 0
Assistant to a silverer employed lifting and/or painting and/or cleaning silvered glass	11 7 0	11 4 0
GROUP C. *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.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Five-year Term.	*s. d.*	*s. d.*
1st year's experience	59 6	58 6
2nd year's experience	82 6	81 6
3rd year's experience	110 0	108 6
4th year's experience	173 6	171 0
5th year's experience	215 0	212 0
Four-year Term.		
1st year's experience	67 6	66 6
2nd year's experience	110 0	108 6
3rd year's experience	173 6	171 0
4th year's experience	215 0	212 0
Improvers (Males).		
Under 16 years of age	50 0	49 6
16 and under 17	61 6	60 6
17 and under 18	82 6	81 6
18 and under 19	110 0	108 6
19 and under 20	173 6	171 0
20 and under 21	214 0	211 0
Female Apprentices.		
1st year's experience	72 0	71 0
2nd year's experience	103 0	102 0
3rd year's experience	138 0	136 6
4th year's experience	158 0	156 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	51 6	51 0
17 years	72 0	71 0
18 years	103 0	102 0
19 years	138 0	136 6
20 years	158 0	156 0

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 150] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WICKER AND BABY CARRIAGE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette No.* 689 of the 19th July, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP "A"—WICKER AND BASKET WORK.	£ s. d.	£ s. d.
Basket maker or repairer	12 16 6	12 13 6
Employee fitting lining or lettering baskets	12 16 6	12 13 6
Wicker frame maker	12 16 6	12 13 6
Wicker furniture maker	12 9 0	12 6 0
Employee making reed tex, hy-tex, or similar materials	12 9 0	12 6 0

No. 150.—1216/52.—PRICE 3D.

WAGES—*continued.*

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.	£ s. d.	£ s. d.
Males.		
Upholsterers	12 9 0	12 6 0
Body-makers	12 9 0	12 6 0
Hood makers	12 9 0	12 6 0
Assembler of baby carriages, dolls' carriages and mobile chairs	12 9 0	12 6 0
Painters	12 9 0	12 6 0
Sprayers	12 9 0	12 6 0
Ironworkers	12 9 0	12 6 0
Wicker workers	12 9 0	12 6 0
Employee making reed tex, hy-tex, or similar materials	12 9 0	12 6 0
Wheel maker	12 9 0	12 6 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs	10 15 0	10 12 0
Females.		
Machinists, sewers, or cutters	8 16 6	8 14 6
Folding hood makers	8 16 6	8 14 6
GROUP "C"—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.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Male Apprentices.	s. d.	s. d.
5-year Term—		
1st year's experience	59 6	58 6
2nd year's experience	82 6	81 6
3rd year's experience	110 0	108 6
4th year's experience	173 6	171 0
5th year's experience	215 0	212 0
4-year Term—		
1st year's experience	67 6	66 6
2nd year's experience	110 0	108 6
3rd year's experience	173 6	171 0
4th year's experience	215 0	212 0
Male Improvers.		
Under 16 years of age	50 0	49 6
16 and under 17	61 6	60 6
17 and under 18	82 6	81 6
18 and under 19	110 0	108 6
19 and under 20	173 6	171 0
20 and under 21	214 0	211 0
Female Apprentices.		
1st year's experience	72 0	71 0
2nd year's experience	103 0	102 0
3rd year's experience	138 0	136 6
4th year's experience	158 0	156 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	51 6	51 0
17 years	72 0	71 0
18 years	103 0	102 0
19 years	138 0	136 6
20 years	158 0	156 0

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force, provided that the weekly earnings of each piece-worker shall be increased by the sum of 125s.

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbou rne, for transmission by post as a newspaper.]

No. 151] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1240 of the 30th November, 1951, shall be replaced by the following clauses:—

2. —	Wages per Week of 40 Hours. Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	234 0	231 0
Chill fitter called on to design and model	249 0	246 0
Other chill fitter	234 0	231 0
Machinist	231 0	228 0
Plater in charge	246 0	243 0
Plater's assistant	232 0	229 0
Polisher and grinder	233 0	230 0
Chipper and caster	230 0	227 0
Bedstead fitter and mounter	234 0	231 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	233 0	230 0
Japanner and lacquerer	231 0	228 0
Other employees with not less than three months' experience in the industry	218 0	215 0
All others	212 0	209 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

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

(*b*) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.

(*c*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(*d*) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(*e*) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(*f*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

No. 151.—1317/52.—PRICE 3D.

4.

JUNIOR MALE AND FEMALE LABOUR.

Wages Per Week of 40 Hours.

—	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable— Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Total Wage Payable— Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	..	156 6	154 6
All others	75	16 0	..	172 6	170 6
II.—Junior Females.					
17 years of age and under	52	3 6	..	85 0	84 0
18 years of age	62	4 0	..	101 0	100 0
19 years of age	72	4 6	..	117 0	115 6
20 years of age	82	5 0	..	133 6	131 6
III.—Junior Males.					
Under 16 years of age	24	2 0	..	52 0	51 6
16 years of age	34	3 0	..	74 0	73 0
17 years of age	46	4 0	..	100 0	99 0
18 years of age	58	5 0	..	126 0	124 6
19 years of age	73	6 0	..	158 6	156 6
20 years of age	88	7 0	..	191 0	188 6
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.					
IV.—Junior Males (Foundries).					
Under 16 years of age	24	2 0	1 0	53 0	52 6
16 years of age	32	2 6	1 9	71 0	70 0
17 years of age	58	5 0	3 0	129 0	127 6
18 years of age	73	6 0	4 0	162 6	160 6
19 years of age and over	88	7 0	4 6	195 6	193 0

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 152] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this 13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 3 of the 7th January, 1952, shall be replaced by the following clause:—

2. WAGES PER WEEK.

—	Males.	Females
Secretary.	£ s. d.	£ s. d.
Where the adjusted bed capacity is—		
under 25	15 3 6	12 16 3
25 to 35	15 9 0	13 0 9
36 „ 45	15 17 3	13 7 3
46 „ 55	16 5 6	13 13 9
56 „ 65	16 16 6	14 2 9
66 „ 75	17 7 6	14 11 6
76 „ 85	17 18 6	14 13 6
86 „ 95	18 12 3	14 19 0
96 „ 105	19 11 6	15 13 6
106 „ 125	20 10 9	16 7 9
126 „ 150	21 10 0	17 2 3
151 „ 175	22 9 3	17 16 9
176 „ 200	23 8 6	18 11 3
201 „ 250	24 7 9	19 5 6
251 „ 300	25 7 0	20 0 0
301 „ 350	26 6 3	20 14 6
351 „ 400	27 5 6	21 9 0
401 „ 450	28 7 6	22 5 6
451 „ 500	29 9 6	23 2 0
501 „ 550	30 11 6	23 18 6
551 „ 600	31 13 6	24 15 0
601 „ 650	32 15 6	25 11 6
651 „ 700	33 17 6	26 8 0
701 „ 750	34 19 6	27 4 6

No. 152.—1322/52.—PRICE 3D.

WAGES PER WEEK.

—	Males.	Females.
Assistant Secretary.	£ s. d.	£ s. d.
Where the adjusted bed capacity is—		
under 150	16 16 6	13 12 3
151 „ 175	17 2 0	13 16 3
176 „ 200	17 7 6	14 0 6
201 „ 250	17 18 6	14 8 9
251 „ 300	18 9 6	14 17 0
301 „ 350	19 0 6	15 5 3
351 „ 400	19 11 6	15 13 6
401 „ 450	20 2 6	16 1 9
451 „ 500	20 13 6	16 10 0
501 „ 550	21 4 6	16 18 3
551 „ 600	21 15 6	17 6 6
601 „ 650	22 6 6	17 14 9
651 „ 700	22 17 6	18 3 0
701 „ 750	23 8 6	18 11 3
Accountant.		
Where the adjusted bed capacity is—		
under 95	15 3 6	12 7 6
96 „ 105	15 9 0	12 11 6
106 „ 125	15 14 6	12 15 9
126 „ 150	16 0 0	12 19 9
151 „ 175	16 5 6	13 4 0
176 „ 200	16 11 0	13 8 0
201 „ 250	16 16 6	13 12 3
251 „ 300	17 7 6	14 0 6
301 „ 350	17 18 6	14 8 9
351 „ 400	18 9 6	14 17 0
401 „ 450	19 0 6	15 5 3
451 „ 500	19 11 6	15 13 6
501 „ 550	20 2 6	16 1 9
551 „ 600	20 13 6	16 10 0
601 „ 650	21 4 6	16 18 3
651 „ 700	21 15 6	17 6 6
701 „ 750	22 6 6	17 14 9
Chief Clerk.		
Where the adjusted bed capacity is—		
under 105	12 19 6	10 14 6
106 to 175	13 10 6	11 2 9
176 „ 250	13 16 0	11 6 9
251 „ 350	14 1 6	11 11 0
351 „ 400	14 7 0	11 15 0
401 „ 450	14 12 6	11 19 3
451 „ 500	14 18 0	12 3 3
501 „ 550	15 3 6	12 7 6
551 „ 600	15 9 0	12 11 6
601 „ 650	15 14 6	12 15 9
651 „ 700	16 3 0	12 19 9
701 „ 750	16 5 6	13 4 0

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 153] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 719 of the 27th July, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	*Oxygen, Acetylene, Air, Nitrogen, CO_2, and Hydrogen.*	
		s. d.	£ s. d.		£ s. d.
Under 16 years of age ..	24	2 0	2 12 0	Acetylene plant attendant	12 16 6
16 years of age ..	34	3 0	3 14 0	Acetylene generator attendant	12 11 6
17 years of age ..	46	4 0	5 0 0	Operator of dry-ice machine	11 13 0
18 years of age ..	58	5 0	6 6 0	Cylinder tester and/or valve hand	12 8 0
19 years of age ..	73	6 0	7 18 6	Cylinder filler	12 6 0
20 years of age ..	88	7 0	9 11 0	Other employees with not less than three months' experience in the industry..	11 13 0
The total wage shall be calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.				All others	10 12 0

The Board has determined that no apprentice shall be taken to the trade.

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.

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

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

No. 153.—1323/52.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.
[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 154] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 87 of the 26th January, 1951, shall be replaced by the following clause:—

2. *IMPROVERS.

MALES. Wages per Week.					FEMALES. Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	s. d.	s. d.	s. d.	s. d.		s. d.
1st year	62 6	62 6	69 0	73 0	1st year	64 0
2nd year	83 6	83 6	98 0	119 0	2nd year	75 0
3rd year	98 0	106 6	140 0	161 0	3rd year	97 0
4th year—					4th year	120 6
1st six months	131 6	146 6	165 0	205 0	5th year and until 21 years of age	148 6
2nd six months	131 6	146 6	205 0	207 0		
5th year—						
1st six months	175 6	184 0	225 6	231 6		
2nd six months	175 6	222 0	225 6	231 6		
6th year and until 21 years of age	225 6	231 6	..	..		

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

* The Board has determined that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

—	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
Males.	£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—		
1st year's experience	11 15 0	11 12 0
2nd year's experience	12 0 0	11 17 0
3rd year's experience	12 5 0	12 2 0
All others	12 7 6	12 4 6
Females.		
All adults	9 5 3	9 2 0

Clauses, other than clause 2, of the said Determination as amended on the 27th February, 1951, shall remain in force.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 154.—1325/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 155] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1083 of the 8th November, 1951, shall be replaced by the following clause :—

2.

(*a*) APPRENTICES OR IMPROVERS.

Broom Section.			Feather Duster or Mop Sections.					
			Males.			Females.		
	Percentage of Basic Wage.	Wages per Week of 40 Hours.		Percentage of Basic Wage.	Wages per Week of 40 Hours.		Percentage of Female Basic Wage.	Wages per Week of 40 Hours.
		s. d.			s. d.			s. d.
1st Year	28	58 6	1st Year	28	58 6	1st Year	38	59 6
2nd Year	37	77 6	2nd Year	37	77 6	2nd Year	50	78 0
3rd Year	42	88 0	3rd Year	42	88 0	3rd Year	55	86 0
4th Year	59	123 6	4th Year	59	123 6	4th Year	65	101 6
5th Year	71	148 6	5th Year	71	148 6	5th Year	76	119 0
6th Year	90	188 0	6th Year	90	188 0	6th Year	90	141 0
And thereafter the minimum wage			And thereafter the minimum wage.			And thereafter the minimum wage.		

PROPORTION IN ANY FACTORY OR PLACE.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 225s. 6d. per week of 40 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 225s. 6d. per week of 40 hours.

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 225s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 164s. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 225s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 164s. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 225s. 6d. per week of 40 hours, or the prescribed piece-work prices.

(*b*) Other Employees.

Broom Making.

	Wages per Week of 40 Hours. s.	d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	249	0
Second sorter	244	0
Maker or sewer	249	0
Cutter off	239	6
All others	225	6

Feather Duster Making.

	Wages per Week of 40 Hours. s.	d.
Males	225	6
Females	164	0

Mop Making.

	Wages per Week of 40 Hours. s.	d.
Males	225	6
Females	164	0

Clauses, other than clause 2, of the said Determination shall remain in force provided that in clause 15 the amount of 117s. 6d, wherever appearing shall be increased to 127s. 6d.

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

No. 155.—1326/51.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.

[*Registered at the General Post Office. Melbourne, for transmission by post as a newspaper.*]

No. 156] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 83 of the 26th January, 1951, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.

	Percentage of Basic Wage.	s. d.
If under 16 years of age ..	47	98 0
16 and under 18 years of age	59	123 6
18 and under 19 years of age	73	152 6
19 and under 20 years of age	95	198 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.

PROPORTION.

Apprentices.

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

Improvers.

One improver to every three workers receiving not less than 227s. per week.

Other Employees.

—	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.
Winding and haulage engine-drivers—		
(a) If they sometimes or always raise or lower human beings	268 6	265 6
(b) If they do not raise or lower human beings	262 6	259 6
Winch drivers—		
(a) If working underground or on surface of mines, and they raise or lower human beings	248 6	245 6
(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	244 0	241 0
(c) On dredges	244 0	241 0
Other drivers—		
(a) Attending to a steam engine with condenser attached	254 6	251 6
Attending to a steam engine without condenser	248 0	245 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 b.h.p. or over ..	248 0	245 0
(ii) if under 50 b.h.p. ..	243 0	240 0
Motor Drivers or Attendants—		
On motors over 250 horse power ..	248 0	245 0
On motors 100 horse power to 250 horse power inclusive ..	240 0	237 0
On motors under 100 horse power ..	234 0	231 0
Fireman	238 0	235 0
Fireman—First class	243 0	240 0
Greasers	234 0	231 0
Engine cleaner	230 0	227 0
Boiler cleaner	230 0	227 0
Trimmer and/or Fuelman	230 0	227 0

No. 156.—1327/52.—PRICE 3D.

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.

	Percentage of Basic Wage	s.	d.	
17 years of age	71	148	6	per week
18 " "	85	177	6	"
19 " "	94	196	6	"

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 227s. 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

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

VICTORIA
GOVERNMENT GAZETTE.
Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 157] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

RETAIL DAIRY BOARD.

Clause 2 of the Determination published in *Goverment Gazette* No. 694 of the 19th July, 1951, shall be replaced by the following clause:—

2.

Improvers.				
Wages Per Week of 40 Hours.				
—	Shift Workers.		All Others.	
	Percentage of Basic Wage.	Amount.	Percentage of Basic Wage.	Amount.
		s. d.		s. d.
Under 16 years ..	..	..	50	*104 6
16–17 years ..	..	..	58	*121 0
17–18 years ..	..	..	66	*138 0
18–19 years ..	84	*175 6	75	*156 6
19–20 years ..	92	*192 6	84	*175 6
20–21 years ..	98	*205 0	90	*188 0

PROPORTION (IN ANY PLACE).

Wales.

One improver to every eight or fraction of eight workers receiving not less than 227s. 6d. per week of 40 hours.

Other Employees.		
Wages.*		
—	Per Week of 40 Hours.	
	Shift Workers.	All Others.
	Weekly Wage.	Weekly Wage.
	s. d.	s. d.
Manager	*263 6	*252 6
Foreman	*258 6	*247 6
Operator of—		
Pasteurizer	*244 6	*233 6
Separator or milk cooler ..	*239 6	*228 6
Washer or sterilizer of cans or bottles	*239 6	*228 6
All others	*238 6	*227 6

* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 11s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

* An additional amount of 20s. per week shall be paid to all employees provided—

(i) that this amount shall not be paid to any employee who absents himself from work without reasonable excuse on any day he is so required to work; and

(ii) sub-clause (i) hereof shall not apply to the rostered day off or to an employee who is absent on sick leave pursuant to clause 11.

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

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 157.—1330/52.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 158] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SCIENTIFIC AND TECHNICAL WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1087 of the 8th November, 1951, shall be replaced by the following clause :—

WAGES PER WEEK OF 40 HOURS.

2. (*a*)

Trainees.

Age.	* Percentage of Basic Wage.	Weekly Wage. Male. £ s. d.	Weekly Wage. Female. £ s. d.
16 years	45	4 14 0	3 10 6
17 years	60	6 5 6	4 14 0
18 years	75	7 16 6	5 17 6
19 years	90	9 8 0	7 1 0
20 years	100 plus 5s.	10 14 0	8 1 6
21 years	100 plus 27s. 6d.	11 16 6	9 4 0
22 years	100 plus 42s. 6d.	12 11 6	9 19 0
23 years	100 plus 57s. 6d.	13 6 6	10 14 0

* The percentages set out in the case of male trainees are related to the male basic wage, and in the case of female trainees to the female basic wage.

Proportion :—The proportion of trainees in any establishment shall not exceed one trainee to every three or fraction of three chemists who are at least graduate chemists.

Notwithstanding anything contained in this Determination, any person who on the 1st November, 1951 was employed and whose engagement or continued employment as a trainee, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for a trainee of like experience.

No. 158.—1331/52.—PRICE 3D.

WAGES PER WEEK OF 40 HOURS.

(b) *Female Technical Assistants.*

Age.	Percentage of Female Basic Wage.	Weekly Wage.
		£ s. d.
16 years	45	3 10 6
17 years	60	4 14 0
18 years	75	5 17 6
19 years	90	7 1 0
20 years	100 plus 5s.	8 1 6
21 years or over	100 plus 27s. 6d.	9 4 0

(c) *Other Employees.*

—	Weekly Wage.	
	Male.	Female.
	£ s. d.	£ s. d.
(i) Graduate chemist (as defined)—		
1st year of experience as such	13 19 0	11 6 6
Thereafter	14 14 0	12 1 6
(ii) Qualified chemist (as defined)—		
1st year of experience as such	15 9 0	12 16 6
Thereafter	16 4 0	13 11 6
(iii) Adult male technical assistant (as defined)	12 12 0	

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 159] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this 13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SOFTGOODS—WHOLESALE—BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 50 of the 23rd January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages per Week of 40 Hours.

Experience.	Commencing Age. Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males.						
1st year ..	73 0	73 0	98 0	111 0	148 6	212 6
2nd „ ..	98 0	111 0	123 6	165 0	212 6	..
3rd „ ..	119 0	138 0	179 6	212 6	..	..
4th „ ..	144 0	184 0	212 6	..	..	..
5th „ ..	173 6	212 6	..	..	..	..
6th „ ..	212 6	..	..	..	..	..
Females.						
1st year ..	55 0	55 0	73 6	83 0	111 0	160 0
2nd „ ..	73 6	83 0	92 6	123 6	160 0	..
3rd „ ..	89 0	105 0	134 6	160 0	..	..
4th „ ..	106 6	137 6	160 0	..	..	..
5th „ ..	130 0	160 0	..	..	..	..
6th „ ..	160 0	..	..	..	..	..

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

Other Employees.

Wages per Week of 40 Hours.

	s. d.
Males.	
Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department	272 0
Salesmen and all employees assisting in sales ..	261 0
Females.	
Females employed in Millinery, Mantles, Corsets, Under clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	204 0
Other saleswomen	195 9
Females employed in any other Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	272 0
Other saleswomen	261 0

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, shall remain in force.

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

No. 159.—1332/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 160] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

STONECUTTERS BOARD

Clause 2, 3 and 4 of the Determination published in *Government Gazette* No. 384 of the 12th April, 1951, shall be replaced by the following clauses:—

WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 18 of this Determination, be as follows:—

(*a*) Weekly Wage.

Classification.	Basic Wage.	Margin for Skill.	War Loading.	Loading for Five Days' Sick Leave.	Tool Allowance.	Total Wage.
	s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*	*s. d.*
Carver, building	209 0	67 0	6 0	5 6	1 0	288 6
Carver, monumental	209 0	57 0	6 0	5 3	1 0	278 3
Stonemason	209 0	46 0	6 0	5 0	1 0	267 0
Surface operator	209 0	46 0	6 0	5 0	1 0	267 0
Letter cutter	209 0	46 0	6 0	5 0	1 0	267 0
Lathe machinist	209 0	39 0	6 0	5 0	Nil	259 0
Planer machinist	209 0	39 0	6 0	5 0	Nil	259 0
Carborundum machinist on moulding work	209 0	39 0	6 0	5 0	Nil	259 0
Carborundum machinist on other than moulding work	209 0	28 6	6 0	4 9	Nil	248 3
Carborundum sawyer	209 0	28 6	6 0	4 9	Nil	248 3
Polisher (hand)	209 0	28 6	6 0	4 9	Nil	248 3
Polisher (machine)	209 0	28 6	6 0	4 9	Nil	248 3
Frame saw machinist	209 0	28 6	6 0	4 9	Nil	248 3
Man using hand pneumatic tool of 6 lb. or over or exceeding 1¼-in. piston and which is not a drill or grinder	209 0	173 6	6 0	7 6	1 0	397 0
Person cleaning monuments, headstones, or kerbs	209 0	28 6	6 0	4 9	Nil	248 3
Person dismantling or re-erecting monuments, headstones, or kerbs	209 0	46 0	6 0	5 0	1 0	267 0
Labourer or assistant	209 0	13 0	6 0	4 6	Nil	232 6

(*b*) Hourly Wage.

The hourly equivalent of the weekly rates shall be calculated by dividing the said rates by 40, the result to be to the nearest 1/10th of a penny.

(*c*) A foreman or leading hand shall be paid in addition to their respective rates as follows:—

	Per Week. *s.*	*d.*
In charge of not more than five men	11	3
In charge of six to ten men	18	9
In charge of over ten men	22	6

No. 160.—1333/52.—PRICE 3D.

APPRENTICES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of 5 years; if over 17 years of age, for a period of 4 years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Wages Board, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons.

(f) The minimum rates of wage of an apprentice shall be the following:—

(i) Where the apprentice is indentured for five years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		s. d.
1st year	20	53 6
2nd "	27½	73 6
3rd "	37½	100 0
4th "	50	133 6
5th "	70	187 0

(ii) Where the apprentice is indentured for four years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		s. d.
1st year	25	66 9
2nd "	32½	86 9
3rd "	47½	126 9
4th "	70	187 0

JUVENILE WORKERS AND THEIR RATES.

4. (a) The minimum rates of wage of a juvenile worker shall be the following:—

Age.	Percentage of Adult Polisher's (Hand and/or Machine) Rate of Wage.	Rate per Week.
		s. d.
Under 16 years	20	49 9
Over 16 years and under 17 years	27½	68 3
" 17 " " 18 "	35	87 0
" 18 " " 19 "	45	111 9
" 19 " " 20 "	55	136 6
" 20 " " 21 "	70	173 9

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 161] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this 13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

JAM TRADE BOARD.

Clauses 2, 3 and 28 of the Determination published in *Government Gazette* No. 22 of the 18th January, 1952, shall be replaced by the following clauses :—

ADULT EMPLOYEES.

2. (a) *Males—Weekly Hands.*

—	Wages Per Week. £	s.	d.
GENERAL PRODUCTION SECTION.			
Foreman (first jam maker)	13	4	0
Assistant jam maker (as defined) and/or assistant pickle maker	12	12	0
Foreman sauce, chutney, pickles or condiment maker (as defined)	12	14	0
Fruit preserver (as defined)	12	14	0
Assistant fruit preserver	12	4	0
Fruit crystalizer	12	9	0
Candy peel-maker in charge	12	9	0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine	12	1	0
Leading hand, bottle department	12	4	0
Leading hand, pulp department	12	4	0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables	12	4	0
Operator of apple-peeling machine	12	1	0
Operator of labelling machine labelling canned goods	12	1	0
Operator of fruit or vegetable lye machine	12	1	0
Syrup maker, i.e., a person who actually boils the syrup	12	1	0
Operator of sauce-labelling machine	12	1	0
Employees engaged in inspecting fruit for acceptance or rejection	12	0	0
Employee in fruit crystallizing department, (other than fruit crystallizer)	12	0	0
Employed engaged peeling melons	11	19	0
Employees operating can-closing machine	12	1	0
Employee engaged feeding into and/or taking from laquer machine	11	17	0
Employee feeding into and/or taking from bottle-washing machine	12	1	0
Employee engaged in bottle-washing department	11	17	0
Retort hand	11	17	0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	11	17	0
Man in charge of and operating retorts	12	4	0
Employee operating jam-filling machine	12	1	0
Employee operating sauce-filling machine	12	1	0
Employee operating bottle-capping or bottle-closing machine	12	1	0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	11	17	0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	11	14	0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory	11	17	0

No. 161.—1206/52.—PRICE 3D.

ADULT EMPLOYEES.

(a) *Males—Weekly Hands*—continued.

—	Wages Per Week. £ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION	
Leading hand	12 12 0
Man in charge of prunes or tree fruits	12 7 0
Man in charge of dehydrator	12 5 0
Man in charge of steam retorts on drying ovens	12 4 0
Man working in or in connexion with drier, kiln or sulphur box	12 1 0
All others working in dehydration tunnel	12 1 0
Operator of blancher which included spray washing	11 19 0
Unloader of trays from blancher	11 14 0
General hands	11 12 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	12 19 0
Foreman packer's assistant	12 7 0
Storeman and packer (as defined)	12 1 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	12 11 0
Man working in connexion with cooling chambers	12 1 0
Tapper	12 1 0
Driver of power-driven factory truck	12 0 0
General hands, i.e., persons not otherwise classified	11 12 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

Provided that—

(i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;

(ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;

(iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore continued, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) *Females—Weekly Hands.*

—	Wages Per Week. £ s. d.
Head forewoman	10 1 3
Forewoman's assistant	9 11 3
Head woman supervisor	9 8 3
Supervisor (as defined)	9 6 3
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	9 6 3
Employees engaged in—	
(i) clipping piecework tickets	
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines	
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating can-closing machine	
(v) packing clear mixed pickles into glass containers	
(vi) puring out or filling jam by hand	
(vii) pouring out pulp by hand	
(viii) stirring jam, sauce, or pulp	
(ix) washing bags	
(x) working at a fruit press	9 3 3
(xi) feeding into and/or taking from lacquer machine	
(xii) feeding into and/or taking from bottle-washing machine	
(xiii) bottle-washing department	
(xiv) pouring out soups, chutneys, pickles or other preparations	
(xv) operator jam filling machine	
(xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature	
(xvii) operator bottle-capping or bottle-closing machine	
(xviii) operator sauce-labelling machine	
(xix) feeding peach-slicing machine	
(xx) operator of apple-peeling machine	
All other adult females, i.e., females 18 years of age or over	8 14 3

Provided that—

(i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;

(ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

(iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

—	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age	45	4 15 6
17 years of age and under 18 years of age	56	5 18 6
18 years of age and under 19 years of age	67	7 2 0
19 years of age and under 20 years of age	79	8 7 6
20 years of age and under 21 years of age	95	10 1 6
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age	83	6 12 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d. any fractions of 6d. in the result not exceeding 3d. to be disregarded

PIECEWORK RATES.

28. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared. Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	1 10·04	2 5·386
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand	..	1 2·693
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2¼" and over in diameter	..	1 5.317
Peaches	Cutting and stoning peaches under 2¼" in diameter	..	1 7·547
Peaches	Triming or specking per bucket	..	0 3.673
Peaches	Feeding into peach pitting machine—per thousand	..	2 6·567
Pears (large and medium)	Peeling, cutting and coring (not into water)	..	3 0·733
Pears (small)	Peeling, cutting and coring (not into water)	..	3 4·406
Pears	Feeding into pear preparation machine—per thousand	..	2 8·01
Pears	Trimming or specking—per bucket	..	0 3·673
Quinces	Peeling, cutting and coring by machines	1 3·874	1 3·874
Quinces	Peeling by hand (not topping or tailing)	1 6·629	1 6·629
Quinces	Peeling by hand and topping and tailing	1 11·876	1 11·876
Quinces	Cutting by hand	1 3·874	1 3·874
Quinces	Coring by hand (quarters)	1 3·874	1 3·874
Quinces	Coring by hand (halves)	0 11·938	0 11·938
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 5·51	0 5·51
Tomatoes	Peeling (per bucket) by hand	0 8·002	0 8·002

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 3·936
Whole	0 2·493
Peaches—grading and placing in No. 2½ cans	0 2·1
Pears—grading and placing in No. 2½ cans	0 2·624
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2·1
Asparagus grading and placing in 10–11 oz. cans, 24 tins per tray	0 10·101
14–16 oz. cans, 24 tins per tray	0 7·347
28–30 oz. cans, 15 tins per tray	0 7·347
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 5·186
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	1 9·121
Pickles—Cutting up vegetables for mustard pickles by knife per cwt	6 6·844
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	5 2·97
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	19 8·401
Onions—when weighed after the operation	26 3·114
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	15 9·042
Onions—per cwt. when weighed after the operation	21 0·275

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Perice Per Gross of Ordinary Quart Bottles.
Class of Work—	s. d.	s. d.
Labelling with one label	1 3·874	1 5·71
Wrapping	0 6·56	0 6·56

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

Clauses, other than clauses 2 and 28 of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 162] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6 and 7 of the Determination published in *Government Gazette* No. 728 of the 27th July, 1951, 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 Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen	12 9 0	12 6 0
Journeywomen	8 12 6	8 10 6

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

(*a*) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. 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*) Female working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 162.—1214/52.—PRICE 3D

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.	Wages Per Week. Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	62 6	62 0
Second year's experience	73 0	72 0
Third year's experience	104 6	103 0
Fourth year's experience	167 0	165 0
Fifth year's experience	209 0	206 0
Four-year terms—		
First year's experience	62 6	62 0
Second year's experience	104 6	103 0
Third year's experience	167 0	165 0
Fourth year's experience	209 0	206 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 whipthong 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 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 the 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 piecework.

(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.

(o) *Tools of Trade* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the properly of the apprentice on completion of his indenture.

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.	Wages Per Week. Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	62 6	62 0
16 and under 17 years of age	83 6	82 6
17 and under 18 years of age	104 6	103 0
18 and under 19 years of age	125 6	123 6
19 and under 20 years of age	167 0	165 0
20 and under 21 years of age	209 0	206 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	62 6	62 0
16 and under 17 years of age	78 0	77 0
17 and under 18 years of age	89 0	88 0
18 and under 19 years of age	100 0	99 0
19 and under 20 years of age	109 6	108 0
20 and under 21 years of age	136 0	134 6

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 female 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.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 163] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this 13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 963 of the 13th September, 1951, 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 Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	12 3 0	12 0 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	12 9 0	12 6 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	12 3 0	12 0 0
All other Journeymen	12 9 0	12 6 0
Journeywomen engaged in machining industrial spindle polishing mops	8 12 6	8 10 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	8 5 0	8 3 0
All other Journeywomen	8 12 6	8 10 6

In addition to the above rates the following shall be paid:—

(*a*) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—3d. 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.

(*b*) Females working on large machines (7·5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 163.—1215/52.—PRICE 3D.

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.
	s. d.	*s. d.*
Five year terms—		
First year's experience	62 6	62 0
Second year's experience	73 0	72 0
Third year's experience	104 6	103 0
Fourth year's experience	167 0	165 0
Fifth year's experience	209 0	206 0
Four year terms—		
First year's experience	62 6	62 0
Second year's experience	104 6	103 0
Third year's experience	167 0	165 0
Fourth year's experience	209 0	206 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 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 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 the 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 piecework.

(*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.

(*o*) *Tools of Trades* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

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
	s. d.	*s. d.*
Under 16 years of age	62 6	62 0
16 and under 17 years of age	83 6	82 6
17 and under 18 years of age	104 6	103 0
18 and under 19 years of age	125 6	123 6
19 and under 20 years of age	167 0	165 0
20 and under 21 years of age	209 0	206 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.	Wages Per Week. Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	62 6	62 0
16 and under 17 years of age	78 0	77 0
17 and under 18 years of age	89 0	88 0
18 and under 19 years of age	100 0	99 0
19 and under 20 years of age	109 6	108 0
20 and under 21 years of age	136 0	134 6

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 female 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.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 164] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1242 of the 30th November, 1951, 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)	12 1 0	12 7 6	11 18 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	11 14 0	12 0 6	11 11 0
Blacksmith's striker	11 12 0	11 18 6	11 9 0
Blacksmith's striker on double fires and other assistant	11 14 0	12 0 6	11 11 0
Boiler (inside) chipper and cleaner	11 18 0	12 4 6	11 15 0
Boilermaker and/or structural steel tradesman	13 1 0	13 7 6	12 18 0
Boilersmith and/or angle iron smith	13 5 6	13 12 0	13 2 6
Cold saw operator	11 14 0	12 0 6	11 11 0
Dogman	11 14 0	12 0 6	11 11 0
Driller using portable machines	12 16 6	13 3 0	12 13 6
Driller using stationary machines	11 13 0	11 19 6	11 10 0
Employee assisting a ship plate bender or plate setter	11 14 0	12 0 6	11 11 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	11 12 0	11 18 6	11 9 0
Friction saw operator	11 12 0	11 18 6	11 9 0
Furnaceman on heavy angle iron or heavy plate	12 0 0	12 6 6	11 17 0
Furnaceman's assistant	11 12 0	11 18 6	11 9 0
Holder-up	11 14 0	12 0 6	11 11 0
Machinist—			
1st class	13 1 0	13 7 6	12 18 0
2nd class	12 6 0	12 12 6	12 3 0
3rd class	11 17 0	12 3 6	11 14 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 Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	11 19 0	12 5 6	11 16 0
2nd class	11 13 0	11 19 6	11 10 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making)	13 7 0	13 13 6	13 4 0
Painter of ironwork using spray	11 13 0	11 19 6	11 10 0
Painter of ironwork (other than ship painter) using brush	11 12 0	11 18 6	11 9 0
Plate setter and frame bender	13 4 0	13 10 6	13 1 0
Press and block hand assisting a boiler or angle ironsmith	11 14 0	12 0 6	11 11 0
Process worker	11 11 0	11 17 6	11 8 0
Rigger and/or splicer	11 18 0	12 4 6	11 15 0
Rivet heater	11 14 0	12 0 6	11 11 0
Welder—			
1st class (other than when using Cutler machine)	13 5 6	13 12 0	13 2 6
1st class (using Cutler machine)	12 8 0	12 14 6	12 5 0
2nd class	11 17 0	12 3 6	11 14 0
3rd class	11 13 0	11 19 6	11 10 0
Welder-tack	11 15 0	12 1 6	11 12 0
Other employees with not less than three months' experience in the metal trades industry	10 18 0	11 4 6	10 15 0
Employee not elsewhere classified	10 12 0	10 18 6	10 9 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	11 14 0	12 0 6	11 11 0
Cement mixer	11 15 0	12 1 6	11 12 0
Cement liner	11 18 0	12 4 6	11 15 0
Cement liner operator	12 6 0	12 12 6	12 3 0
Employee in charge of ring making machines	11 18 0	12 4 6	11 15 0
Employee rounding and straightening steel pipes	11 17 0	12 3 6	11 14 0
Employee on tar dip and sand rolling	11 14 0	12 0 6	11 11 0
Faucet maker in charge of furnace	12 1 0	12 7 6	11 18 0
Faucet maker's assistant	11 14 0	12 0 6	11 11 0
Machine operator (in charge of machines)	11 18 0	12 4 6	11 15 0
Pipe builder	11 18 0	12 4 6	11 15 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.

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 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 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 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 Basic Wage.	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.
Four and Five-year Terms.					
		s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	28	0 9	2 19 6	3 1 0	2 18 6
2nd year	39	1 0	4 2 6	4 5 0	4 1 6
3rd year	52	1 6	5 10 0	5 13 6	5 8 6
4th year	82	2 3	8 13 6	8 19 0	8 11 0
5th year	100 + 3s.	3 0	10 15 0	11 1 6	10 12 0
Four-year Terms.—Apprentices commencing after the Age of 17 Years.					
1st year	32	0 9	3 7 6	3 9 6	3 6 6
2nd year	52	1 6	5 10 0	5 13 6	5 8 6
3rd year	82	2 3	8 13 6	8 19 0	8 11 0
4th year	100 + 3s.	3 0	10 15 0	11 1 6	10 12 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 Basic Wage.	Additional Loading.	Total Wage Payable.		
			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.
Junior Males.					
		s. d.	£ *s. d.*	£ *s. d.*	£ *s. d.*
Under 16 years of age	24	2 0	2 12 0	2 13 6	2 11 6
16 years of age	34	3 0	3 14 0	3 16 6	3 13 0
17 years of age	46	4 0	5 0 0	5 3 0	4 19 0
18 years of age	58	5 0	6 6 0	6 10 0	6 4 6
19 years of age	73	6 0	7 18 6	8 3 6	7 16 6
20 years of age	88	7 0	9 11 0	9 16 6	9 8 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 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 storemen 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 ¾ 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 employee 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, 3 and 4, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 165] **FRIDAY, FEBRUARY 22.** **[1952**

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1230 of the 29th November, 1951, 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.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	14 5 6	14 12 0	14 2 6
Electrical instrument maker and/or repairer (as defined)	13 16 6	14 3 0	13 13 6
Installation inspector and/or tender	13 5 6	13 12 0	13 2 6
Shift electrician	13 1 0	13 7 6	12 18 0
Refrigeration mechanic or serviceman	13 1 0	13 7 6	12 18 0
Electrician in charge of plant and/or installation	13 1 0	13 7 6	12 18 0
Electrical fitter and/or armature winder	13 1 0	13 7 6	12 18 0
Battery fitter	13 1 0	13 7 6	12 18 0
Cable jointer, on high tension (over 6,600 volts)	12 19 6	13 6 0	12 16 6
Cable jointer, on low tension (under 6,600 volts)	12 16 6	13 3 0	12 13 6
Cable jointer's mate	11 12 0	11 18 6	11 9 0
Electrical mechanic	13 1 0	13 7 6	12 18 0
Linesman	12 9 0	12 15 6	12 6 0
Linesman's assistant	11 12 0	11 18 6	11 9 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	12 9 0	12 15 6	12 6 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	11 14 6	12 1 0	11 11 6
Meter tester (1st grade)	12 8 0	12 14 6	12 5 0
Meter tester (2nd grade)	12 1 0	12 7 6	11 18 0
Meter fixer	12 1 0	12 7 6	11 18 0
Switchboard attendant	12 7 6	12 14 0	12 4 6
Battery attendant	11 13 0	11 19 6	11 10 0
Electrical fitter's and mechanic's assistant	11 12 0	11 18 6	11 9 0
Process worker	11 11 0	11 17 6	11 8 0
Other employees with not less than three months' experience in the metal trades industry	10 18 0	11 4 6	10 15 0
Employee not elsewhere classified	10 12 0	10 18 6	10 9 0
(b) Wet Battery Manufacturing.			
Plante assembler	12 1 0	12 7 6	11 18 0
Battery repairer (factory)	11 18 0	12 4 6	11 15 0
Mixing and pasting by hand	11 16 0	12 2 6	11 13 0
Charging and moulding of grids	11 16 0	12 2 6	11 13 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	11 15 0	12 1 6	11 12 0
Formation process	11 13 0	11 19 6	11 10 0
All others in this subdivision	11 11 0	11 17 6	11 8 0

No. 165.—1319/52.—Price 3d.

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 kilowats), 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:—

	s.	d.	
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 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 Basic Wage.	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.
		Per Week.			
Four and Five-year Terms.		*s. d.*	£ *s. d.*	£ *s. d.*	£ *s. d.*
1st year	28	0 9	2 19 6	3 1 0	2 18 6
2nd year	39	1 0	4 2 6	4 5 0	4 1 6
3rd year	52	1 6	5 10 0	5 13 6	5 8 6
4th year	82	2 3	8 13 6	8 19 0	8 11 0
5th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 0
Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.					
1st year	32	0 9	3 7 6	3 9 6	3 6 6
2nd year	52	1 6	5 10 0	5 13 6	5 8 6
3rd year	82	2 3	8 13 6	8 19 0	8 11 0
4th year	100 plus 3s.	3 0	10 15 0	11 1 6	10 12 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 Basic Wage.	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 of Victoria.
I.—Adult Females.		s. d.	£ s. d.	£ s. d.	£ s. d.
Under one month's experience	75	..	7 16 6	8 1 6	7 14 6
All others	75	16 0	8 12 6	8 17 6	8 10 6
II.—Junior Females.					
17 years of age and under	52	3 6	4 5 0	4 7 6	4 4 0
18 years of age	62	4 0	5 1 0	5 4 0	5 0 0
19 years of age	72	4 6	5 17 0	6 1 0	5 15 6
20 years of age	82	5 0	6 13 6	6 17 6	6 11 6
III.—Junior Males.					
Under 16 years of age	24	2 0	2 12 0	2 13 6	2 11 6
16 years of age	34	3 0	3 14 0	3 16 6	3 13 0
17 years of age	46	4 0	5 0 0	5 3 0	4 19 0
18 years of age	58	5 0	6 6 0	6 10 0	6 4 6
19 years of age	73	6 0	7 18 6	8 3 6	7 16 6
20 years of age	88	7 0	9 11 0	9 16 6	9 8 6

* The percentages for junior females relate to the female basic wage, but, in all other cases, to the male basic wage.

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.

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

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Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 166] FRIDAY, FEBRUARY 22. [1952

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 February, 1952.

Dated at Melbourne, this
13th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1233 of the 29th November, 1951, shall be replaced by the following clauses :—

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Males.		
Grinder or polisher	246	6
Electro-plater—		
1st Class	261	0
2nd Class	246	0
3rd Class	231	0
Liner or hand decorator	246	6
Coater	236	6
Spray operator	233	0
Other employees with not less than three months' experience in the metal trades industry	218	0
All others	209	0
Females.		
Females employed at—		
(*a*) hand burnishing, hand finishing, or lacquering	179	0
(*b*) polishing	246	6
All others { under one month's experience in the industry	156	6
All others { thereafter	172	6

No. 166.—1320/52.—PRICE 3d.

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 209s. per week, and two female apprentices to every three female workers receiving not less than 156s. 6d. 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 basic wage and in addition thereto, the 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.

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

—	Percentage of Basic Wage.	War Loading.	Total Wage Payable.
Four and Five-year Terms.	Per Week.	Per Week. s. d.	£ s. d.
1st year	28	0 9	2 19 6
2nd year	39	1 0	4 2 6
3rd year	52	1 6	5 10 0
4th year	82	2 3	8 13 6
5th year	100 + 3s.	3 0	10 15 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.			
1st year	32	0 9	3 7 6
2nd year	52	1 6	5 10 0
3rd year	82	2 3	8 13 6
4th year	100 + 3s.	3 0	10 15 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 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 Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.
I.—Junior Females.		*s. d.*	£ *s. d.*
17 years of age and under	52	3 6	4 5 0
18 years of age	62	4 0	5 1 0
19 years of age	72	4 6	5 17 0
20 years of age	82	5 0	6 13 6
II.—Junior Males.			
Under 16 years of age	24	2 0	2 12 0
16 years of age	34	3 0	3 14 0
17 years of age	46	4 0	5 0 0
18 years of age	58	5 0	6 6 0
19 years of age	73	6 0	7 18 6
20 years of age	88	7 0	9 11 0

* The percentages in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d., half or less than half of 6d., in a result is disregarded.

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.

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